Summary - SA22 Summary Councillor and Staff I	Benefits	for 4th Quarter	r ended 30 Jun	ne 2016	I			201//17 Markin	T D	0 F
Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	C	Current year 2015/	16	2016/1/ Mediu	m Term Revenue Framework	& Expenditure
R thousands		Audited	Audited	Audited	Original Budget	Adjusted	Full Year	Budget Year	Budget Year	Budget Year
i diodanda	1	Outcome A	Outcome B	Outcome C	D D	Budget E	Forecast F	2016/17	2017/18 H	2018/19 I
Councillors (Political Office Bearers plus Other)	1	A	В	C	D	E	F	G	н	'
Basic Salaries and Wages		67 162	74 289	60 932	93 042	87 505	83 821	112 056	118 017	124 565
Pension and UIF Contributions		2 894	3 030	2 768	3 321	3 982	3 966	5 293	4 585	4 688
Medical Aid Contributions		321	657	749	644	1 152	1 169	11 608	12 337	13 259
Motor Vehicle Allowance		12 867	12 877	13 108	15 184	20 624	20 304	18 114	19 084	20 141
Cellphone Allowance Housing Allowances		2 538 41	4 707 144	4 590 129	5 516	6 476	6 435	6 895	6 647	7 036
Other benefits and allowances		892	1 300	736	3 618	1 693	1 682	7 936	8 540	9 049
Sub Total - Councillors		86 715	97 004	83 012	121 325	121 433	117 377	134 258	139 855	147 581
% increase	4		11.9%	(14.4%)	46.2%	0.1%	(3.3%)	14.4%	4.2%	5.59
Senior Managers of the Municipality	2							1 086	1 169	1 239
Basic Salaries and Wages		58 305	68 889	68 107	92 438	88 436	87 589	95 642	98 173	104 286
Pension and UIF Contributions		5 906	7 496	7 082	10 074	8 666	9 026	8 599	8 984	9 582
Medical Aid Contributions Overtime		1 536 98	2 056 92	1 840 190	2 764 209	2 395 259	2 416 259	2 139 320	2 266 342	2 390 366
Performance Bonus		2 396	3 486	2 426	3 551	3 512	3 714	3 347	3 449	3 624
Motor Vehicle Allowance		11 613	13 263	10 886	16 572	15 024	15 194	16 029	17 367	18 426
Cellphone Allowance		514	1 010	832	1 049	1 229	1 249	1 308	1 395	1 488
Housing Allowances		530	483	1 177	1 011	891	881	11 081	11 758	12 459
Other benefits and allowances		3 262	3 311	2 188	3 083	2 192	2 261	3 400	3 577	3 731
Payments in lieu of leave		926	294	249	224	409	409	412	441	472
Long service awards		71	29	29	26	62	62	150.040	10	177 722
Post-retirement benefit obligations Sub Total - Senior Managers of Municipality		85 155	100 410	95 006	131 002	123 074	123 061	158 060 157 119	167 582 163 557	177 732 173 595
% increase	4	60 100	100 410	95 006 (5.4%)		(6.1%)	123 001	157 119 27.7%	163 557	6.19
Other Municipal Staff	'		.7.7/6	(0.770)	37.770	(3.170)		17	7.170	0.17
Basic Salaries and Wages		656 566	740 453	816 758	1 048 390	1 035 768	997 184	1 153 389	1 191 831	1 265 736
Pension and UIF Contributions		111 082	134 761	126 856	163 977	160 969	159 082	193 984	200 917	212 761
Medical Aid Contributions		50 672	49 544	54 768	82 662	73 427	72 791	91 545	95 637	101 180
Overtime		48 751	57 486	65 090	66 213	67 904	69 250	83 783	90 496	96 122
Performance Bonus Motor Vehicle Allowance		10 019 44 666	16 864 55 756	13 919 64 238	22 720 76 096	19 645 68 949	20 189 68 078	19 018 78 184	19 824 81 981	21 027 86 093
Motor venicie Allowance Cellphone Allowance		1 206	2 330	64 238 2 706	76 096 4 060	5 443	68 078 5 467	78 184 7 293	7 152	86 093 7 564
Housing Allowances		8 054	8 449	8 951	13 721	15 111	15 171	242 725	256 972	272 460
Other benefits and allowances		74 277	74 783	81 901	95 433	103 244	104 772	105 133	109 832	115 782
Payments in lieu of leave		7 600	23 351	16 683	18 015	14 713	14 905	19 462	20 345	21 638
Long service awards		11 409	12 553	13 505	13 670	12 975	13 264	258 829	274 480	291 018
Post-retirement benefit obligations		47 848	33 727	933	60 849	59 686	61 167	53 314	58 250	61 735
Sub Total - Other Municipal Staff		1 072 151	1 210 055	1 266 308	1 665 807	1 637 836	1 601 320	1 825 208	1 897 046	2 011 513
% increase Total Parent Municipality	4	1 244 021	12.9% 1 407 469	4.6% 1 444 327	31.5% 1 918 134	(1.7%) 1 882 343	(2.2%) 1 841 758	14.0% 2 089 650	3.9% 2 171 817	6.09 2 302 311
% increase	4	1 244 021	13.1%	2.6%	32.8%	(1.9%)	(2.2%)	13.5%	3.9%	6.09
Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Celliphone Allowance Housing Allowances Housing Allowances Board Fees Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Board Members of Entities % increase Senior Managers of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Celliphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Senior Managers of Entities % increase Other Staff of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Other Staff of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Medical Aid Contributions Medical Aid Contributions Medical Aid Contributions Overtime	4									
Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-rettrement benefit obligations Sub Total - Other Staff of Entities % increase Total Municipal Entities TOTAL SALARY, ALLOWANCES & BENEFITS	4	1 244 021	1 407 469	1 444 327	1 918 134	1882343	1841758	244 607	259 463 6.1% 2 171 817	275 18 6.1' 2 302 31
% increase	4	4 457 00 :	13.1%	2.6%	32.8%	(1.9%)	(2.2%)	13.5%	3.9%	6.09
TOTAL MANAGERS AND STAFF	5	1 157 306	1 310 465	1 361 314	1 796 809	1 760 910	1 724 381	1 956 272	2 032 895	2 155 718

Northern Cape: Joe Morolong(NC451) - Table SA	22 Sumn	nary Councillo	r and Staff Ber	nefits for 4th C	uarter ended	30 June 2016		201//17 84- 45-	T D	0 F
Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	С	urrent year 2015/	16	2016/17 Mediu	m Term Revenue Framework	& Expenditure
R thousands		Audited Outcome	Audited	Audited Outcome	Original Budget	Adjusted	Full Year Forecast	Budget Year	Budget Year	Budget Year
	1	A	Outcome B	C	D	Budget	Forecast	2016/17 G	2017/18 H	2018/19
Councillors (Political Office Bearers plus Other)			J	Ü	5	_	,			
Basic Salaries and Wages		3 842	5 223		4 904	4 904	4 904	6 114	6 480	6 869
Pension and UIF Contributions					707	860	860	917	972	1 030
Medical Aid Contributions Motor Vehicle Allowance		2 876	1 928		2 174	3 236	3 236	2 274	2 411	2 556
Cellphone Allowance		2070	353		754	714	714	710	752	797
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		6 718	7 504		8 538	9 713	9 713	10 015	10 616	11 253
% increase Senior Managers of the Municipality	4 2		11.7%	(100.0%)		13.8%		3.1%	6.0%	6.09
Basic Salaries and Wages	2	2 035	2 900	3 152	2 778	2 778	2 778	2 945	3 121	3 309
Pension and UIF Contributions		1			495	495	495	524	556	589
Medical Aid Contributions					141	141	141	150	159	168
Overtime										
Performance Bonus										
Motor Vehicle Allowance Cellphone Allowance		1 202 14	1 522 61	904 29	1 561 92	1 561 92	1 561 92	1 655 97	1 754 103	1 860
Housing Allowances		44	01	818	488	488	488	518	549	582
Other benefits and allowances		188	404	498	0	0	0	0	0	0
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality % increase	4	3 484	4 887 40.2%	5 402 10.5%	5 556 2.9%	5 556	5 556	5 889 6.0%	6 242 6.0%	6 617
% increase Other Municipal Staff	4		40.2%	10.5%	2.7%			0.0%	0.0%	0.07
Basic Salaries and Wages		15 829	17 812	23 465	27 037	27 037	27 037	28 896	30 525	32 218
Pension and UIF Contributions		2 653	3 705	4 516	5 381	5 381	5 381	5 481	5 785	6 157
Medical Aid Contributions		1 762	2 170	2 825	2 547	2 547	2 547	2 473	2 722	2 965
Overtime		1 056	1 513	1 698	632	632	632	1 163	1 233	1 308
Performance Bonus Motor Vehicle Allowance		950 2 232	1 679 3 587	2 020 4 774	2 429 2 443	2 429 2 443	2 429 2 443	2 392 2 700	2 487 2 689	2 636 2 851
Cellphone Allowance		593	437	4774	549	549	549	1 105	1 152	1 211
Housing Allowances		297	519	1 306	2 141	2 141	2 141	2 465	2 592	2 743
Other benefits and allowances		208	716	408	410	410	410	416	427	453
Payments in lieu of leave		(1 184)			75	75	75			
Long service awards		92		112						
Post-retirement benefit obligations		24 490	32 138	41 527	43 644	43 644	43 644	47 090	49 612	52 541
Sub Total - Other Municipal Staff % increase	4	24 490	32 138	29.2%	43 644 5.1%	43 644	43 044	7.9%	5.4%	5.99
Total Parent Municipality		34 692	44 529	46 929	57 738	58 913	58 913	62 993	66 470	70 410
% increase	4		28.4%	5.4%	23.0%	2.0%		6.9%	5.5%	5.99
Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Board Fees Payments in lieu of leave Long service awards										
Post-retirement benefit obligations Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service award's Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities Pagin Salaring and Wages										
Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Celiphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities % increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS % increase	4	34 692	44 529 28.4%	46 929 5.4%	57 738 23.0%	58 913 2.0%	58 913	62 993 6.9%	66 470 5.5%	70 410 5.99
TOTAL MANAGERS AND STAFF	5	27 974	37 025	46 929	49 199	49 199	49 199	52 979	55 854	59 157
			3, 525	.0 ,2 /	., .,,				20 004	0, 13

Part	Northern Cape: Ga-Segonyana(NC452) - Table SA	A22 Sumi	mary Councillo	or and Staff Be	nefits for 4th	Quarter ended	30 June 2016		004/4714 11	T D	o. F III
Company of Company o	Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	С	urrent year 2015/1	16	2016/17 Mediu	m Term Revenue Framework	& Expenditure
Commonweight Comm	R thousands					Original Budget					Budget Year
Company Comp		1									
Process and Combanes	Councillors (Political Office Bearers plus Other)										
Machanisame				6 308							5 687
Mary Mary Mary Mary Mary Mary Mary Mary			10/5		541	569	569	569			593 260
Control Manager Manage			1 479		1 254	1 302	1 302	1 302			1 695
Section Sect				435							168
See Fast Concleses *** A 18**	Housing Allowances										
Second Processor of the Education 1											
Section Processing Proces		4	6 419				/ 115	7 115			8 402 5.99
Book-Select American Company 1				3.170	3.070	1.070			3.070	0.270	3.77
Montane			2 849	2 787	2 937	3 820	3 820	3 820	4 520	4 800	5 083
Description Conference Co			209		524				338	359	380
Performance Strome 132 172 98 160 240 161 270 173 17				205		197	197	197			
Mary Anabases											
Control process 1			332	127	590	743	743	743	671	713	755
Description of inflorences Page					90	69				89	94
Programme Stock State Production State S	Housing Allowances			58							
Log parks asset			50						92	98	104
Section Section Memory Memory (1) 1,000	I										
Sub- Print Sub											
Section Sect	=		3 467	3 962	4 141	5 091	5 091	5 091	5 705	6 059	6 416
Back Same and Wagner 12 pt / 12 pt		4		14.3%	4.5%				12.1%	6.2%	5.99
Section and UTC Combinations	·										
Marcia Al Commission	_										77 465
Double-Note 1											12 802 5 589
Professionary Orders											3 506
Captions Allouries 120 120 215 227 227 226 248 3 3 3 3 3 3 3 3 3											
1,900 1,900 2,905 2,765 2,765 3,77 3,377 3,374 3,000 2,000 2,000 3,000	Motor Vehicle Allowance		2 139	1 897	1 770		1 998		2 378	2 525	2 674
Debt Debt Series and allowances 2 899 9-969 19-96 19											277
Payments	_										3 573 10 502
11 93 116 15 15 15 16 16 17 20 20			2 893								1 445
5437 71 80 8456 8986 80.88 80.88 104.87 113.37 113.37 175.07 1											66
Sincrease	Post-retirement benefit obligations										
Total Power Manipusity			54 357					86 638			117 899
Since Sinc		4	(4.242					00.044			5.99
Board Allerhouses of Entitlius Basic Satinites and Worge Person and IF Contributions Medical All Contributions Motor Vehicle Allorance Celiphone Allorance Celiphone Allorance Celiphone Allorance Professionate of Entities Sincrates 4 Basic Satinites and Worge Person and IF Contributions Motor Vehicle Allorance Celiphone Allorance Celiphone Allorance Other brenish and allorances Other brenish and allorances Prost entirement brondi dolgations Six fortal- Board Managers Forts enterinent brondi dolgations Six fortal- Board Managers Forts enterinent brondi dolgations Six fortal-Board Managers Celiphone Allorance Celiphone		4	04 243					70 044			5.99
Sub Total - Board Members of Entities % increase 4	Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Board Fees Payments in lieu of leave Long service awards										
Sentor Managers of Entities Sessis Stateries and Wayes Pension and UIF Contributions Modical AIA Contributions Overtime Performance Bonus Motor Vehicle Allowance Colliptione Allowance Other benefits and allowances Other benefits and allowances Other benefits and allowances Other benefits and allowances Other benefit obligations Sub Total - Senior Managers of Entities % increase 4 Other Staff of Entities Stass: Salaries and Wayes Pension and UIF Contributions Motor Vehicle Allowance Overtime Performance Bonus Motor Vehicle Allowance Celiptione Allowance Housing Allowances Ober Staff of Entities Stass: Salaries and Wayes Pension and UIF Contributions Motor Vehicle Allowance Celiptione Allowance Housing Allowances Ober Staff of Entities Staff Total Contributions Motor Vehicle Allowance Celiptione Allowance Celiptione Allowance Housing Allowances Ober Staff of Entities Staff Total Contributions Sub Total - Other Staff of Entities Staff Total - Staff Of Entities Staff Total	S S										
Basic Salaries and Wages		4									
% increase 4	Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Husing Allowances Other benefits and allowances Payments in lieu of leave Long service awards										
Other Staff of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Celiphone Allowance Celiphone Allowance Celiphone Allowance Celiphone Allowance College awards Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Staff of Entities Mincrease Total Municipal Entities Total Munic											
Basic Salaries and Wages Penson and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Celiphone Allowance Other benefits and allowances Other benefits in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Staff of Entities % increase Total Municipal Entities Total Auroicpase 4 4 6 4 243 82 557 95 698 102 055 98 844 98 844 118 007 12 533 132 % increase **Total SALARY, ALLOWANCES & BENEFITS **Total Municipal Entities **Total Municipal Entities **Total SALARY, ALLOWANCES & BENEFITS **Total Municipal Entities **Total Municipal		4									
Overtime	Pension and UIF Contributions										
Celiphone Allowance	Overtime Performance Bonus										
Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Staff of Entities 4 Post-retirement benefit obligations Post-retiremen	Cellphone Allowance Housing Allowances										
Sub Total - Other Staff of Entities 4 Image: Control of Entities Image: Control	Payments in lieu of leave Long service awards										
TOTAL SALARY, ALLOWANCES & BENEFITS 64 243 82 557 95 698 102 055 98 844 98 844 118 007 125 323 132 % increase 4 28.5% 15.9% 6.6% (3.1%) 19.4% 6.2%	Sub Total - Other Staff of Entities % increase	4									
% increase 4 28.5% 15.9% 6.6% (3.1%) 19.4% 6.2%		+	64 242	82 557	95 AQ0	102.055	98 844	QR RAA	119 007	125 222	132 718
		4	5.243					,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,			5.99
		5	57 824					91 729			124 315

Northern Cape: Gamagara(NC453) - Table SA22 Su	ummary	Councillor an	nd Staff Benefit	ts for 4th Qua	rter ended 30 .	June 2016		004/4714 11		. F. III
Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	С	Current year 2015/	16	2016/17 Mediu	m Term Revenue Framework	& Expenditure
R thousands		Audited	Audited	Audited	Original Budget	Adjusted	Full Year	Budget Year	Budget Year	Budget Year
R tilousatius		Outcome	Outcome	Outcome		Budget	Forecast	2016/17	2017/18	2018/19
Councillors (Political Office Bearers plus Other)	1	Α	В	С	D	Е	F	G	Н	1
Basic Salaries and Wages		1 544	1 756	1 788	1 651	1 651	1 651	1 767	1 876	1 987
Pension and UIF Contributions		285	269	324	370	372	372	398	423	447
Medical Aid Contributions		51	58	62	68	174	174	187	198	209
Motor Vehicle Allowance		299	344	353	697	697	697	745	791	838
Cellphone Allowance Housing Allowances		189	210	267	422	422	422	451	479	508
Other benefits and allowances										
Sub Total - Councillors		2 368	2 637	2 793	3 208	3 316	3 316	3 548	3 768	3 989
% increase	4		11.4%	5.9%	14.8%	3.4%		7.0%	6.2%	5.99
Senior Managers of the Municipality	2									
Basic Salaries and Wages		2 992	4 272	4 163	2 675	2 675	2 675	2 831	2 986	3 144
Pension and UIF Contributions Medical Aid Contributions		219	110	55	82 37	82 37	82 37	87 40	92 42	97 44
Overtime					31	31	3/	40	42	44
Performance Bonus				386						
Motor Vehicle Allowance		830	984	1 476	1 151	1 151	1 151	1 218	1 285	1 353
Cellphone Allowance		98	162	184	260	260	260	275	290	305
Housing Allowances					4	4	4	5	5	5
Other benefits and allowances Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 141	5 527	6 265	4 210	4 210	4 210	4 454	4 699	4 948
% increase	4		33.5%	13.3%	(32.8%)			5.8%	5.5%	5.39
Other Municipal Staff										
Basic Salaries and Wages		40 011	48 560	67 616	82 938	61 575	61 575	87 330	92 403	97 778
Pension and UIF Contributions Medical Aid Contributions		10 439	12 495	15 095	13 470 6 972	13 470 6 972	13 470 6 972	14 190 7 381	15 013 7 809	15 884 8 262
Overtime		5 987	6 614	7 930	15 271	15 271	15 271	14 723	15 577	16 481
Performance Bonus		- 101			2 100	2 100	2 100			
Motor Vehicle Allowance		1 131	1 532	1 037	5 707	5 707	5 707	4 943	5 234	5 544
Cellphone Allowance					367	367	367	433	458	487
Housing Allowances		964	1 101	1 126	1 503	1 503	1 503	1 589	1 681	1 779
Other benefits and allowances			392	95	2 729	2 729 2 704	2 729	2 665	2 820	2 983
Payments in lieu of leave Long service awards					2 704	2 704	2 704	1 018	1 077	1 140
Post-retirement benefit obligations		4 816	7 715	4 517	12 500	12 500	12 500	4 842	5 142	5 446
Sub Total - Other Municipal Staff		63 347	78 409	97 417	146 261	124 898	124 898	139 114	147 215	155 782
% increase	4		23.8%	24.2%	50.1%	(14.6%)		11.4%	5.8%	5.89
Total Parent Municipality		69 856	86 574	106 475	153 679	132 424	132 424	147 116	155 682	164 720
% increase	4		23.9%	23.0%	44.3%	(13.8%)		11.1%	5.8%	5.89
Board Members of Entities Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance								ĺ		
Housing Allowances Other benefits and allowances										
Other benefits and allowances Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS % increase	4	69 856	86 574 23.9%	106 475 23.0%	153 679 44.3%	132 424 (13.8%)	132 424	147 116 11.1%	155 682 5.8%	164 720 5.89
% Increase TOTAL MANAGERS AND STAFF	5	67 488	83 936	103 681	150 471	129 109	129 109	143 568	151 914	160 730
	<u> </u>	50								

Northern Cape: John Taolo Gaetsewe(DC45) - Tab	le SA22	Summary Co	uncillor and S	taff Benefits for	or 4th Quarter	ended 30 June	2016	004/4714 11	T 5	0.5 "
Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	С	urrent year 2015/	16	2016/17 Mediu	m Term Revenue Framework	& Expenditure
R thousands		Audited	Audited	Audited	Original Budget	Adjusted	Full Year	Budget Year	Budget Year	Budget Year
	1	Outcome A	Outcome B	Outcome	D	Budget E	Forecast F	2016/17 G	2017/18 H	2018/19 I
Councillors (Political Office Bearers plus Other)			_	-	_	_			•	
Basic Salaries and Wages					2 986	3 078	3 078	2 820	2 969	3 126
Pension and UIF Contributions					47	351	351	423	445	469
Medical Aid Contributions Motor Vehicle Allowance					17 781	18 994	18 994	1 081	1 138	1 198
Cellphone Allowance					173	167	167	209	220	231
Housing Allowances										
Other benefits and allowances					98	80	80	143	150	158
Sub Total - Councillors					4 056	4 688	4 688	4 675	4 923	5 183
% increase	4					15.6%		(0.3%)	5.3%	5.39
<u>Senior Managers of the Municipality</u> Basic Salaries and Wages	2				5 871	5 463	5 463	5 153	5 514	5 900
Pension and UIF Contributions					665	296	296	310	332	355
Medical Aid Contributions					188					
Overtime										
Performance Bonus					48					
Motor Vehicle Allowance Cellphone Allowance					1 029 61	1 088 58	1 088 58	1 098 58	1 175 62	1 257 66
Housing Allowances					116	18	18	18	20	21
Other benefits and allowances					292	18	18	64	68	73
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality					8 268	6 941	6 941	6 701	7 170	7 672
% increase Other Municipal Staff	4					(16.1%)		(3.5%)	7.0%	7.09
Basic Salaries and Wages					31 327	28 615	28 615	35 414	37 893	40 545
Pension and UIF Contributions					4 663	4 877	4 877	5 740	6 141	6 571
Medical Aid Contributions					3 497	2 627	2 627	2 749	2 941	3 147
Overtime					20					
Performance Bonus					2 613	1 114	1 114	1.051	1.001	2.120
Motor Vehicle Allowance Cellphone Allowance					1 721 55	1 114 124	1 114 124	1 851 199	1 981 213	2 120 227
Housing Allowances					1 635	1 735	1 735	1 918	2 052	2 196
Other benefits and allowances					21	4 628	4 628	5 024	5 376	5 752
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations					45.550	40.704	40.704	50.004	F/ F07	(0.550
Sub Total - Other Municipal Staff % increase	4				45 552	43 721 (4.0%)	43 721	52 894 21.0%	56 597 7.0%	60 558 7.09
Total Parent Municipality	1				57 876	55 350	55 350	64 270	68 689	73 413
% increase	4					(4.4%)		16.1%	6.9%	6.99
Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Board Fees Payments in lieu of leave Long service awards Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Celiphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations										
Post-retirement benefit obligations Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances										
Other benefits and allowances Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations						<u></u>	<u></u>			<u></u>
Sub Total - Other Staff of Entities % increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS	4			1	57 876	55 350 (4.4%)	55 350	64 270 16.1%	68 689	73 413 6.99
% increase TOTAL MANAGERS AND STAFF	5				53 820	(4.4%) 50 662	50 662	16.1% 59 595	63 766	68 230
- STAL MANAGERS AND STALL	J	<u> </u>	<u> </u>	1	J3 02U	JU 002	JU 002	ברני דע	U3 / U0	00 230

Northern Cape: Richtersveld(NC061) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Northern Cape: Richtersveld(NC061) - Table SA22	Summa	ary Councillor	and Staff Bene	efits for 4th Q	uarter ended 3	0 June 2016		004/4714 11		a. F I''
Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	С	Current year 2015/	16	2016/17 Mediu	m Term Revenue Framework	& Expenditure
R thousands		Audited	Audited	Audited	Original Budget	Adjusted	Full Year	Budget Year	Budget Year	Budget Year
R tilousarius		Outcome	Outcome	Outcome		Budget	Forecast	2016/17	2017/18	2018/19
Councillors (Political Office Bearers plus Other)	1	Α	В	С	D	Е	F	G	Н	1
Basic Salaries and Wages		1 363	1 398	1 405	1 487	1 487	1 487	1 656	1 781	1 740
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance		454	461	468	496	496	496	552	585	620
Cellphone Allowance Housing Allowances		103	111	107	113	113	113			
Other benefits and allowances		60								
Sub Total - Councillors		1 981	1 970	1 980	2 095	2 095	2 095	2 207	2 366	2 360
% increase	4		(0.5%)	0.5%	5.8%			5.3%	7.2%	(0.3%)
Senior Managers of the Municipality	2									
Basic Salaries and Wages		1 119	1 401	1 333	1 410	1 410	1 410	1 697	1 798	1 906
Pension and UIF Contributions Medical Aid Contributions		83 119	94 218	99 217	105 230	105 230	105 230	100 92	106 89	112 94
Overtime		117	210	217	230	230	230	72	07	74
Performance Bonus								59		
Motor Vehicle Allowance		383	393	371	392	392	392	436	462	490
Cellphone Allowance		24	28	25	27	27	27	42	45	48
Housing Allowances		53	63	58	61	61	61	108	114	121
Other benefits and allowances Payments in lieu of leave		352	384	336 21	355	355	355	465	493	523
Long service awards				21						
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 132	2 581	2 459	2 579	2 579	2 579	2 999	3 107	3 294
% increase	4		21.1%	(4.7%)	4.9%			16.3%	3.6%	6.0%
Other Municipal Staff										
Basic Salaries and Wages		8 102	8 122	8 250	11 551	12 741	12 741	16 800	16 826	17 710
Pension and UIF Contributions Medical Aid Contributions		1 519 229	1 767 211	1 278 169	2 026 373	2 026 373	2 026 373	2 745 639	2 676 990	2 836 1 050
Overtime		664	813	614	641	641	641	039	990 819	869
Performance Bonus			825	1 064	83	83	83			-57
Motor Vehicle Allowance				312	106	106	106		85	90
Cellphone Allowance										
Housing Allowances		56	31	64	46	46	46	330	362	384
Other benefits and allowances		712 1 092	442 1 248	1 076 1 485	1 767	1 767 (121)	1 767 (121)	1 763	1 558	1 652
Payments in lieu of leave Long service awards		940	1 049	1 238	(121) (98)	(98)	(98)			
Post-retirement benefit obligations		5	42	1 230	(70)	(70)	(70)	127		
Sub Total - Other Municipal Staff		13 320	14 550	15 551	16 376	17 566	17 566	22 403	23 317	24 590
% increase	4		9.2%	6.9%	5.3%	7.3%		27.5%	4.1%	5.5%
Total Parent Municipality		17 433	19 101	19 990	21 050	22 240	22 240	27 610	28 790	30 243
% increase	4		9.6%	4.7%	5.3%	5.7%		24.1%	4.3%	5.0%
Board Members of Entities										
Basic Salaries and Wages Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase Senior Managers of Entities	4									
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime	1									
Performance Bonus										
Motor Vehicle Allowance Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase Other Staff of Entities	4									
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance	1									
Cellphone Allowance Housing Allowances	1									
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities TOTAL SALARY, ALLOWANCES & BENEFITS	1	17 433	19 101	19 990	21 050	22 240	22 240	27 610	28 790	30 243
% increase	4	11 433	9.6%	4.7%	5.3%	5.7%	22 270	24.1%	4.3%	5.0%
TOTAL MANAGERS AND STAFF	5	15 452	17 131	18 009	18 955	20 145	20 145	25 402	26 424	27 884

Northern Cape: Nama Khoi(NC062) - Table SA22 S	ummar	y Councillor ar	nd Staff Benefi	ts for 4th Qua	rter ended 30.	June 2016		201//17 84- 45-	T D	0 F
Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	С	urrent year 2015/1	16	2016/17 Mediu	m Term Revenue Framework	& Expenditure
R thousands		Audited	Audited	Audited	Original Budget	Adjusted	Full Year	Budget Year	Budget Year	Budget Year
	1	Outcome A	Outcome B	Outcome C	D D	Budget E	Forecast F	2016/17 G	2017/18 H	2018/19
Councillors (Political Office Bearers plus Other)			5	Ü	5	-	·	Ü		·
Basic Salaries and Wages		2 898	2 741	3 200	3 068	3 325	3 325	3 513	3 731	3 951
Pension and UIF Contributions		173	405	480	133	144	144	152	161	170
Medical Aid Contributions Motor Vehicle Allowance		1 003	1 292	800	1 067	1 156	1 156	1 221	1 297	1 374
Cellphone Allowance		214		382	226	482	482	482		
Housing Allowances										
Other benefits and allowances				65						
Sub Total - Councillors % increase	4	4 288	4 438 3.5%	4 927 11.0%	4 493 (8.8%)	5 107 13.7%	5 107	5 368 5.1%	5 189 (3.3%)	5 495 5.9%
Senior Managers of the Municipality	2		3.370	11.076	(0.076)	13.776		3.170	(3.370)	3.77
Basic Salaries and Wages		3 473	5 183	2 938	3 679	4 063	4 063	4 108	4 363	4 621
Pension and UIF Contributions		298	228	309	508	530	530	480	510	540
Medical Aid Contributions		66	130	134	302	299	299	288	306	324
Overtime Performance Bonus										
Motor Vehicle Allowance			708	689	966	969	969	796	845	895
Cellphone Allowance					54	64	64	64	68	72
Housing Allowances				6	19	34	34	39	41	43
Other benefits and allowances		831	179	265	325	709	709	777	825	874
Payments in lieu of leave Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 668	6 428	4 341	5 852	6 667	6 667	6 551	6 958	7 368
% increase	4		37.7%	(32.5%)	34.8%	13.9%		(1.7%)	6.2%	5.99
Other Municipal Staff										
Basic Salaries and Wages		33 631	43 840	44 086	38 963	41 185	41 185	43 632	46 338	49 071
Pension and UIF Contributions Medical Aid Contributions		6 892 1 139	6 078 1 299	5 568 1 619	6 274 1 886	6 881 1 924	6 881 1 924	6 998 2 090	7 432 2 219	7 870 2 350
Overtime		1 851	2 158		3 321	2 768	2 768	2 911	3 092	3 274
Performance Bonus										
Motor Vehicle Allowance			3 765	3 963	2 730	2 822	2 822	2 873	3 051	3 231
Cellphone Allowance		217	200	244	47	1 242	1 262	83 997	88 1 058	93
Housing Allowances Other benefits and allowances		317 7 321	309 5 124	264 5 722	286 5 278	1 262 5 467	1 262 5 467	6 124	6 504	1 121 6 888
Payments in lieu of leave		332	0.21	0.722	0270	0 107	0 107	0.121	0 00 1	0 000
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff	١.	51 483	62 574	61 222	58 784	62 392	62 392	65 709	69 783	73 900
% increase Total Parent Municipality	4	60 439	21.5% 73 439	(2.2%) 70 490	(4.0%) 69 129	6.1% 74 167	74 167	5.3% 77 628	6.2% 81 929	5.99 86 763
% increase	4	00 107	21.5%	(4.0%)	(1.9%)	7.3%	71107	4.7%	5.5%	5.99
Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Board Fees Payments in lieu of leave Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities % increase	4									
Senior Managers of Entitles Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities Basic Salaries and Wages										
Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave										
Long service awards Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase Total Municipal Entities	4									
TOTAL SALARY, ALLOWANCES & BENEFITS		60 439	73 439	70 490	69 129	74 167	74 167	77 628	81 929	86 763
% increase	4		21.5%	(4.0%)	(1.9%)	7.3%		4.7%	5.5%	5.99
TOTAL MANAGERS AND STAFF	5	56 152	69 002	65 563	64 637	69 060	69 060	72 260	76 740	81 268

Northern Cape: Kamiesberg(NC064) - Table SA22	Summa	ry Councillor	and Staff Bene	fits for 4th Qu	arter ended 30	June 2016		004/4714	T D	0.5 111
Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	С	urrent year 2015/1	16	2016/17 Mediu	m Term Revenue Framework	& Expenditure
R thousands		Audited	Audited	Audited	Original Budget	Adjusted	Full Year	Budget Year	Budget Year	Budget Year
i diousulus	1	Outcome	Outcome	Outcome C		Budget E	Forecast	2016/17	2017/18	2018/19
Councillors (Political Office Bearers plus Other)	1	Α	В	C	D	E	F	G	Н	ı
Basic Salaries and Wages				1 838	1 885	1 885	1 885	1 336	1 419	1 503
Pension and UIF Contributions				146	283	283	283	174	184	195
Medical Aid Contributions				17	22	22	22	43	46	49
Motor Vehicle Allowance				423	423	423	423	498	529	560
Cellphone Allowance				94	101	101	101	153	163	172
Housing Allowances										
Other benefits and allowances				14				25	27	28
Sub Total - Councillors	١.			2 532	2 714	2 714	2 714	2 229	2 368	2 507
% increase	4				7.2%			(17.9%)	6.2%	5.99
<u>Senior Managers of the Municipality</u> Basic Salaries and Wages	2			1 777	1 453	1 453	1 453	1 686	1 791	1 897
Pension and UIF Contributions				75	140	140	140	178	190	201
Medical Aid Contributions				286	65	65	65	92	98	103
Overtime										
Performance Bonus										
Motor Vehicle Allowance				273	301	301	301	307	326	345
Cellphone Allowance				45	37	37	37	37	39	42
Housing Allowances				50	38	38	38	39	41	44
Other benefits and allowances				22	113	113	113	26	28	29
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality				2 528	2 147	2 147	2 147	2 365	2 513	2 661
% increase	4				(15.1%)			10.2%	6.3%	5.99
Other Municipal Staff					4		4		4	
Basic Salaries and Wages				10 010	10 006	10 006	10 006	11 982	12 725	13 476
Pension and UIF Contributions Medical Aid Contributions				1 300 501	1 581 242	1 581 242	1 581 242	1 699 433	1 804 460	1 911 487
Medical Aid Contributions Overtime				501	403	403	403	433 427	460 454	487
Performance Bonus					403	403	403	421	404	460
Motor Vehicle Allowance				396	330	330	330	396	421	445
Cellphone Allowance				32	30	30	30	18	19	20
Housing Allowances				171	108	108	108	107	113	120
Other benefits and allowances				98	965	965	965	143	152	161
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff				12 508	13 665	13 665	13 665	15 205	16 148	17 100
% increase	4				9.3%			11.3%	6.2%	5.99
Total Parent Municipality				17 568	18 526	18 526	18 526	19 799	21 029	22 268
% increase	4				5.5%			6.9%	6.2%	5.99
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities % increase	4									
% increase Total Municipal Entities	4		1							
TOTAL SALARY, ALLOWANCES & BENEFITS				17 568	18 526	18 526	18 526	19 799	21 029	22 268
% increase	4			., 550	5.5%	.0 020	.0 020	6.9%	6.2%	5.99
TOTAL MANAGERS AND STAFF	5			15 036	15 812	15 812	15 812	17 570	18 661	19 761
•										

Northern Cape: Hantam(NC065) - Table SA22 Sumi	mary C	ouncillor and	Staff Benefits	for 4th Quarte				2014/17 Modia	ım Term Revenue	9 Eupondituro
Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	(Current year 2015/	16	2010/17 Weult	Framework	& Experiorure
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	В	C	D	E	F	G	Н	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages Pension and UIF Contributions					1 933	1 848		1 959	2 096	2 243
Medical Aid Contributions										
Motor Vehicle Allowance					632	605		642	687	735
Cellphone Allowance					207	188		199	213	228
Housing Allowances Other benefits and allowances										
Sub Total - Councillors					2 771	2 641		2 800	2 996	3 206
% increase	4					(4.7%)	(100.0%)		7.0%	7.0%
<u>Senior Managers of the Municipality</u> Basic Salaries and Wages	2				2 22/	2.27/		2 (02		
Pension and UIF Contributions					3 236 85	3 276 85		3 692 18		
Medical Aid Contributions					43	43				
Overtime										
Performance Bonus Meter Vehicle Allewance					204	204		204		
Motor Vehicle Allowance Cellphone Allowance					294	294		204		
Housing Allowances					12	10				
Other benefits and allowances					6	6				
Payments in lieu of leave Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality					3 676	3 714		3 914		
% increase	4					1.0%	(100.0%)		(100.0%)	
Other Municipal Staff Basic Salaries and Wages					20 099	21 245		21 809		
Pension and UIF Contributions					3 610	3 519		3 991		
Medical Aid Contributions					1 229	1 219		1 218		
Overtime					547	644		698		
Performance Bonus Motor Vehicle Allowance					1 195	1 055		915		
Cellphone Allowance										
Housing Allowances					195	369		465		
Other benefits and allowances Payments in lieu of leave					351	294		352		
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff					27 226	28 345		29 448		
% increase Total Parent Municipality	4				33 673	4.1% 34 700	(100.0%)	36 163	(100.0%) 2 996	3 206
% increase	4				33 0/3	3.1%	(100.0%)	30 103	(91.7%)	7.0%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances Other benefits and allowances										
Other benefits and allowances Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations					1					
Sub Total - Senior Managers of Entities % increase	4									
Other Staff of Entities	4									
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities % increase	4									
% increase Total Municipal Entities	-									
TOTAL SALARY, ALLOWANCES & BENEFITS					33 673	34 700		36 163	2 996	3 206
% increase	4					3.1%	(100.0%)		(91.7%)	7.0%
TOTAL MANAGERS AND STAFF	5				30 902	32 059		33 363	1	ı

Northern Cape: Karoo Hoogland(NC066) - Table	SA22 Su	mmary Counci	illor and Staff I	Benefits for 4t	h Quarter ende	ed 30 June 201	6	004/4714 11		a. F I''
Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	С	urrent year 2015/1	16	2016/17 Mediu	m Term Revenue Framework	& Expenditure
R thousands		Audited	Audited	Audited	Original Budget	Adjusted	Full Year	Budget Year	Budget Year	Budget Year
K diodsdius	- 1	Outcome A	Outcome B	Outcome C	D D	Budget E	Forecast F	2016/17 G	2017/18 H	2018/19
Councillors (Political Office Bearers plus Other)	1	A	В	C	U	Ŀ	F	G	н	ı
Basic Salaries and Wages			1 518	1 809	1 834	1 934	1 934	2 130	2 263	2 396
Pension and UIF Contributions			25	18						
Medical Aid Contributions Motor Vehicle Allowance										
Cellphone Allowance					146	146	146	157	167	177
Housing Allowances										
Other benefits and allowances			337	146	105	105	105	113	120	127
Sub Total - Councillors	١.		1 880	1 973	2 085	2 185	2 185	2 400	2 550	2 700
% increase Senior Managers of the Municipality	4 2			4.9%	5.7%	4.8%		9.8%	6.2%	5.9%
Basic Salaries and Wages	2		3 803	3 600	2 325	2 325	2 325	2 798	2 971	3 147
Pension and UIF Contributions			85	82						
Medical Aid Contributions										
Overtime			317	296						
Performance Bonus Motor Vehicle Allowance			317	290						
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality			4 205	3 978	2 325	2 325	2 325	2 798	2 971	3 147
% increase	4			(5.4%)	(41.6%)			20.3%	6.2%	5.9%
Other Municipal Staff Region Solaries and Wagner			45.07-	*0.00-	40.44	40.04-	40.04	40.40-	40.00	44.7
Basic Salaries and Wages Pension and UIF Contributions			15 377	13 323 829	12 411 825	12 311 825	12 311 825	13 102 888	13 924 943	14 782 999
Medical Aid Contributions Medical Aid Contributions				312	296	296	296	318	338	358
Overtime				146	152	152	152	164	174	184
Performance Bonus			1 138	963	1 005	1 005	1 005	1 082	1 149	1 217
Motor Vehicle Allowance			ĺ							
Cellphone Allowance Housing Allowances				8	8	8	8	9	10	10
Other benefits and allowances			1 724	339	329	329	329	354	376	398
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations			40.000	45.000	45.007	44.007	44.007	45.040	4/04/	47.040
Sub Total - Other Municipal Staff % increase	4		18 239	15 920 (12.7%)	15 027 (5.6%)	14 927 (0.7%)	14 927	15 918 6.6%	16 914 6.3%	17 948 6.1%
Total Parent Municipality	-		24 324	21 871	19 437	19 437	19 437	21 116	22 435	23 795
% increase	4			(10.1%)	(11.1%)			8.6%	6.2%	6.1%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions Overtime										
Performance Bonus			ĺ							
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances Payments in lieu of leave										
Long service awards			ĺ							
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities							<u> </u>			
% increase	4									
Other Staff of Entities Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus Motor Vehicle Allowance										
Cellphone Allowance			ĺ							
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards Post-retirement benefit obligations			ĺ							
Post-retirement benefit obligations Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS	<u> </u>		24 324	21 871	19 437	19 437	19 437	21 116	22 435	23 795
% increase TOTAL MANAGERS AND STAFF	5		22 444	(10.1%) 19 898	(11.1%) 17 352	17 252	17 252	8.6% 18 716	6.2% 19 885	6.1%
TO THE BIRDING CINE STALL	J J	L	22 444	17 078	17 332	17 202	17 232	10 / 10	17 003	21 093

Northern Cape: Khai-Ma(NC067) - Table SA22 Sur	nmary C	ouncillor and	Staff Benefits	for 4th Quarte	r ended 30 Ju	ne 2016			T D	0.F. III
Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	C	urrent year 2015/	16	2016/17 Mediu	m Term Revenue Framework	& Expenditure
R thousands		Audited	Audited	Audited	Original Budget	Adjusted	Full Year	Budget Year	Budget Year	Budget Year
	1	Outcome A	Outcome B	Outcome C	D	Budget E	Forecast F	2016/17 G	2017/18 H	2018/19
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		1 256	1 231	1 318	1 318	1 449	1 449	1 585	1 696	1 831
Pension and UIF Contributions Medical Aid Contributions										
Motor Vehicle Allowance		99	94	439	439	473	473	528	565	610
Cellphone Allowance		419	410	101	101	154	154	146	156	169
Housing Allowances										
Other benefits and allowances Sub Total - Councillors		1 774	1 736	1 858	1 858	2 076	2 076	2 259	2 417	2 611
% increase	4		(2.1%)	7.0%	1 000	11.7%	2070	8.8%	7.0%	8.09
Senior Managers of the Municipality	2									
Basic Salaries and Wages		1 190	712	780	1 559	1 559	1 559	2 677	2 870	3 068
Pension and UIF Contributions Medical Aid Contributions		63 46	166 70	199 126	74 56	74 56	74 56	60 48	64 51	69 55
Overtime					-					
Performance Bonus		106	43	112	141	141	141	28	30	32
Motor Vehicle Allowance		397	232	325	308	308	308	125	134	143
Cellphone Allowance Housing Allowances		33 11	14 21	43				18	18	19
Other benefits and allowances			2.		161	161	161	191	206	223
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations		1.044	1 250	1 505	2 200	2 200	2 200	2 147	2 272	2 400
Sub Total - Senior Managers of Municipality % increase	4	1 846	1 258 (31.8%)	1 585 25.9%	2 299 45.1%	2 299	2 299	3 147 36.9%	3 373 7.2%	3 608 7.09
Other Municipal Staff			,					1	/	
Basic Salaries and Wages		5 418	7 288	9 210	10 196	9 512	9 512	10 081	10 807	11 553
Pension and UIF Contributions		992	837	1 240	1 337	1 264	1 264	1 759	1 885	2 015
Medical Aid Contributions Overtime		695 324	191 680	420 737	428 830	429 810	429 810	469 1 042	535 1 085	572 1 158
Performance Bonus		417	469	741	738	718	718	773	828	885
Motor Vehicle Allowance		90		62	90	126	126	183	196	210
Cellphone Allowance		26	6	24						
Housing Allowances		14	64	4 1 100	15	15	15	21	23	24
Other benefits and allowances Payments in lieu of leave		1 122 170	139	1 188 272	1 090 345	1 351 345	1 351 345	1 320 321	1 415 344	1 512 368
Long service awards		170	15	2,2	30	61	61	61	65	70
Post-retirement benefit obligations			196	439	461	461	461	438	527	
Sub Total - Other Municipal Staff		9 268	9 888	14 337	15 559	15 092	15 092	16 467	17 710	18 367
% increase Total Parent Municipality	4	12 888	6.7% 12 883	45.0% 17 779	8.5% 19 716	(3.0%) 19 467	19 467	9.1% 21 873	7.6% 23 501	3.79 24 586
% increase	4	12 000	12 003	38.0%	10.9%	(1.3%)	19 407	12.4%	7.4%	4.69
Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowance Other benefits and allowances Board Fees Payments in lieu of leave Long service awards Post-reitement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entitles Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Celiphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities Pagin Salarias and Wages										
Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations Sub Total - Other Staff of Entities										
Sub Total - Other Staff of Entitles % increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS % increase	4	12 888	12 883	17 779 38.0%	19 716 10.9%	19 467 (1.3%)	19 467	21 873 12.4%	23 501 7.4%	24 586 4.69
TOTAL MANAGERS AND STAFF	5	11 114	11 147	15 921	17 858	17 391	17 391	19 614	21 083	21 975
								-		

Northern Cape: Namakwa(DC6) - Table SA22 Sumr	nary Co	uncillor and S	taff Benefits f	or 4th Quarter	ended 30 Jun	e 2016	1			
Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	С	urrent year 2015/1	6	2016/17 Mediu	m Term Revenue Framework	& Expenditure
R thousands		Audited	Audited	Audited	Original Budget	Adjusted	Full Year	Budget Year	Budget Year	Budget Year
Kulousanus		Outcome	Outcome	Outcome		Budget	Forecast	2016/17	2017/18	2018/19
Councillors (Political Office Bearers plus Other)	1	Α	В	С	D	E	F	G	Н	1
Basic Salaries and Wages		1 849	1 981	2 162	2 295	2 282	2 282			
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance Housing Allowances										
Other benefits and allowances		488	441	421	530	530	530			
Sub Total - Councillors		2 337	2 422	2 583	2 825	2 812	2 812			
% increase	4		3.7%	6.6%	9.4%	(0.5%)		(100.0%)		
Senior Managers of the Municipality	2									
Basic Salaries and Wages		3 053	2 993		2 659	2 659	2 659			
Pension and UIF Contributions Medical Aid Contributions		465 310	450 186		349 112	349 112	349 112			
Overtime		310	100		112	112	112			
Performance Bonus										
Motor Vehicle Allowance		847	624		492	492	492			
Cellphone Allowance		60	60		42	42	42			
Housing Allowances		80	80		31	31	31			
Other benefits and allowances Payments in lieu of leave		249 51	256		229	229	229			
Long service awards		66								
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		5 180	4 649		3 914	3 914	3 914			
% increase	4		(10.2%)	(100.0%)				(100.0%)		
Other Municipal Staff		_				_	_			
Basic Salaries and Wages		10 170	20 392		18 313	17 775	17 775			
Pension and UIF Contributions Medical Aid Contributions		476 317	2 560 503		2 981 2 680	2 774 2 875	2 774 2 875			
Overtime		280	425		204	2075	271			
Performance Bonus			1 320		1 408	1 297	1 297			
Motor Vehicle Allowance		670	2 044		1 963	1 945	1 945			
Cellphone Allowance			(16)		12	12	12			
Housing Allowances		292	555		613	558	558			
Other benefits and allowances Payments in lieu of leave		720 28	(256)		(229)	(229)	(229)			
Long service awards		67	104		127	135	135			
Post-retirement benefit obligations		210	312		365	365	365			
Sub Total - Other Municipal Staff		13 230	27 942		28 439	27 779	27 779			
% increase	4		111.2%	(100.0%)		(2.3%)		(100.0%)		
Total Parent Municipality		20 747	35 014	2 583	35 177	34 504	34 504			
% increase Board Members of Entities	4		68.8%	(92.6%)	1261.9%	(1.9%)		(100.0%)		
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities % increase	4									
Senior Managers of Entities	4									
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime Porformanco Ropus										
Performance Bonus Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards Post-retirement benefit obligations										
Post-retirement benefit obligations Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS	Ш	20 747	35 014	2 583	35 177	34 504	34 504			
% increase	4	4	68.8%	(92.6%)	1261.9%	(1.9%)	0	(100.0%)		
TOTAL MANAGERS AND STAFF	5	18 410	32 591		32 352	31 693	31 693			

Northern Cape: Ubuntu(NC071) - Table SA22 Sum	mary Co	ouncillor and S	Staff Benefits f	or 4th Quarter				2014/17 Modiu	m Term Revenue	9. Evnondituro
Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	С	Current year 2015/	16	2016/17 Mediu	Framework	& Expenditure
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	Forecast	2016/17 G	2017/16 H	2010/19
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		1 422	1 485	1 561	1 631	1 631	1 631	1 745	1 829	2 041
Pension and UIF Contributions Medical Aid Contributions		172	184	192	221	221	221	235	252	252
Motor Vehicle Allowance		482	529	554	617	617	617	660	705	705
Cellphone Allowance		118	163	213	207	207	207	222	237	237
Housing Allowances										
Other benefits and allowances Sub Total - Councillors		2 194	2 359	2 520	2 676	2 676	2 676	2 862	3 024	3 235
% increase	4	2.77	7.5%	6.8%	6.2%	2070	2070	6.9%	5.7%	7.09
Senior Managers of the Municipality	2									
Basic Salaries and Wages		6 458	6 537	7 105	7 358	6 908	6 908	7 199	7 703	8 242
Pension and UIF Contributions Medical Aid Contributions		1 302 280	1 370 244	1 281 232	1 398 254	1 383 514	1 383 514	1 480 549	1 583 588	1 694 629
Overtime		98	92	190	209	259	259	277	296	317
Performance Bonus		299	697	361	360	348	348	372	398	426
Motor Vehicle Allowance		942	991	881	960	1 030	1 030	1 102	1 180	1 262
Cellphone Allowance Housing Allowances		36 23	38 20	33 21	36 23	36 35	36 35	39 37	41 40	44
Other benefits and allowances		5	5	5	6	6	6	6	6	72
Payments in lieu of leave		682	61	105	43	233	233	250	267	286
Long service awards										
Post-retirement benefit obligations		4	4	4	a- · ·	2	2	4	4	
Sub Total - Senior Managers of Municipality % increase	4	10 124	10 055 (0.7%)	10 213 1.6%	10 646 4.2%	10 751 1.0%	10 751	11 311 5.2%	12 103 7.0%	12 950 7.09
Other Municipal Staff	-		(0.776)	1.0%	4.270	1.076		3.276	7.076	7.07
Basic Salaries and Wages		9 397	10 223	11 153	11 803	12 439	12 439	13 297	14 214	15 194
Pension and UIF Contributions		1 349	1 523	1 993	2 119	2 119	2 119	2 267	2 426	2 596
Medical Aid Contributions Overtime		121 1 116	162 1 397	175	183 1 950	183 1 570	183	196	210 1 797	1 022
Performance Bonus		585	658	1 762 795	766	696	1 570 696	1 680 744	1 /9/ 797	1 923 852
Motor Vehicle Allowance		64	64	64	68	68	68	73	78	84
Cellphone Allowance		9	7	5	6	6	6	6	7	7
Housing Allowances		14	10	10	11	26	26	28	30	32
Other benefits and allowances		219 84	242 78	(21) 135	289 49	381 49	381 49	408 53	436 56	467
Payments in lieu of leave Long service awards		100	76 75	91	49	90	90	96	103	110
Post-retirement benefit obligations		165	230	172	440	440	440	471	504	539
Sub Total - Other Municipal Staff		13 223	14 670	16 335	17 684	18 067	18 067	19 319	20 657	22 089
% increase	4		10.9%	11.3%	8.3%	2.2%		6.9%	6.9%	6.99
Total Parent Municipality % increase	4	25 541	27 085 6.0%	29 068 7.3%	31 006 6.7%	31 494 1.6%	31 494	33 491 6.3%	35 784 6.8%	38 274 7.09
Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Housing Allowances Board Fees Payments in lieu of leave Long service awards										
Post-retirement benefit obligations Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entitles Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus										
Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities % increase	4									
Total Municipal Entities			_		_					
TOTAL SALARY, ALLOWANCES & BENEFITS % increase	4	25 541	27 085 6.0%	29 068 7.3%	31 006 6.7%	31 494 1.6%	31 494	33 491 6.3%	35 784 6.8%	38 274 7.09
TOTAL MANAGERS AND STAFF	5	23 347	24 726	26 548	28 330	28 818	28 818	30 630	32 760	35 039
	1									22.30

Northern Cape: Umsobomvu(NC072) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Northern Cape: Umsobomvu(NC072) - Table SA22	Summa	ary Councillor	and Staff Ben	efits for 4th Qu	uarter ended 30	0 June 2016		004/4714 11	T 5	0.5. 17
Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Ci	urrent year 2015/1	6	2016/17 Mediu	m Term Revenue Framework	& Expenditure
R thousands		Audited	Audited	Audited	Original Budget	Adjusted	Full Year	Budget Year	Budget Year	Budget Year
	1	Outcome A	Outcome B	Outcome C	D	Budget E	Forecast F	2016/17 G	2017/18 H	2018/19 I
Councillors (Political Office Bearers plus Other)	'	A	ь	C	b	E	r	G	п	'
Basic Salaries and Wages		2 084	2 694		3 092	3 122	3 122	3 246	3 246	3 246
Pension and UIF Contributions										
Medical Aid Contributions Motor Vehicle Allowance		267	205							
Cellphone Allowance		137	140							
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors % increase	4	2 488	3 039 22.1%	(100.0%)	3 092	3 122 1.0%	3 122	3 246 4.0%	3 246	3 246
Senior Managers of the Municipality	2			(,						
Basic Salaries and Wages		2 186	2 727		2 850	2 888	2 888	3 091	3 374	3 683
Pension and UIF Contributions		6								
Medical Aid Contributions Overtime										
Performance Bonus		279	301		336	336	336	309	337	368
Motor Vehicle Allowance		372	362		513	513	513	546	585	628
Cellphone Allowance			40		40	40	40	40	45	
Housing Allowances Other benefits and allowances			10		13	13	13	13	15	16
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 842	3 401		3 712	3 750	3 750	3 959	4 311	4 695
% increase Other Municipal Staff	4		19.7%	(100.0%)		1.0%		5.6%	8.9%	8.9%
Basic Salaries and Wages		21 285	19 812		27 361	27 723	27 723	31 250	34 113	37 244
Pension and UIF Contributions		3 036	3 872		4 770	4 937	4 937	5 379	5 861	6 386
Medical Aid Contributions		511	752		847	806	806	879	958	1 044
Overtime		1 226	999		1 050	2 126	2 126	2 398	2 586	2 789
Performance Bonus Motor Vehicle Allowance		724	(301)			(3)	(3)			
Cellphone Allowance		724				(3)	(3)			
Housing Allowances		45				5	5	5	6	6
Other benefits and allowances		571	690		577	588	588	668	727	791
Payments in lieu of leave		1 387	5 045		1 970	2 039	2 039	2 338	2 548	2 777
Long service awards Post-retirement benefit obligations		1 356	341		341	341	341	341	341	341
Sub Total - Other Municipal Staff		30 142	31 209		36 916	38 562	38 562	43 257	47 138	51 378
% increase	4		3.5%	(100.0%)		4.5%		12.2%	9.0%	9.0%
Total Parent Municipality		35 472	37 649		43 719	45 434	45 434	50 462	54 695	59 320
% increase Board Members of Entities	4		6.1%	(100.0%)		3.9%		11.1%	8.4%	8.5%
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase Other Staff of Entities	4									
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime Performance Popus										
Performance Bonus Motor Vehicle Allowance	1									
Cellphone Allowance	1									
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards Post-retirement benefit obligations										
Post-retirement benefit obligations Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS	ļ.,	35 472	37 649	***	43 719	45 434	45 434	50 462	54 695	59 320
% increase TOTAL MANAGERS AND STAFF	5	32 983	6.1% 34 610	(100.0%)	40 628	3.9% 42 312	42 312	11.1% 47 216	8.4% 51 449	8.5% 56 073
- STAL MANAGERS AND STALL	J	32 703	34 010		40 028	42 3 12	42 312	4/210	31 449	30 0/3

Northern Cape: Emthanjeni(NC073) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Northern Cape: Emthanjeni(NC073) - Table SA22 S	ummar	y Councillor a	nd Staff Benef	its for 4th Qua	arter ended 30	June 2016		004/4714 11	- n	A.F. III
Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	С	urrent year 2015/1	16	2016/17 Mediu	m Term Revenue Framework	& Expenditure
R thousands		Audited	Audited	Audited	Original Budget	Adjusted	Full Year	Budget Year	Budget Year	Budget Year
R tilousalius		Outcome	Outcome	Outcome		Budget	Forecast	2016/17	2017/18	2018/19
Councillors (Political Office Bearers plus Other)	1	Α	В	С	D	E	F	G	Н	I
Basic Salaries and Wages		2 475	2 920	2 962	3 170	3 170	3 170	3 451	3 508	3 753
Pension and UIF Contributions			338							
Medical Aid Contributions			38							
Motor Vehicle Allowance		825	629	985	1 051	1 051	1 051	1 150	1 169	1 251
Cellphone Allowance Housing Allowances		183	198	314	313	313	313	395	394	422
Other benefits and allowances		20	34		47	47	47	51	51	55
Sub Total - Councillors		3 503	4 157	4 261	4 580	4 580	4 580	5 046	5 122	5 481
% increase	4		18.7%	2.5%	7.5%			10.2%	1.5%	7.09
Senior Managers of the Municipality	2									
Basic Salaries and Wages		2 660	3 102	3 369	3 442	3 442	3 442	3 833	4 247	4 672
Pension and UIF Contributions Medical Aid Contributions		441 90	469 132	560 159	608 110	608 110	608 110	672 115	706 127	776 139
Overtime		90	132	139	110	110	110	113	127	139
Performance Bonus			475							
Motor Vehicle Allowance		728	588	847	814	814	814	755	835	919
Cellphone Allowance		47	177	151	155	155	155	138	164	192
Housing Allowances										
Other benefits and allowances		575	168	217	240	240	240	268	257	271
Payments in lieu of leave Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality	1	4 541	5 112	5 303	5 370	5 370	5 370	5 781	6 336	6 970
% increase	4		12.6%	3.7%	1.3%			7.6%	9.6%	10.09
Other Municipal Staff	1									
Basic Salaries and Wages	1	36 570	35 534	43 450	46 748	46 748	46 748	48 768	50 950	54 051
Pension and UIF Contributions Medical Aid Contributions	1	6 750 2 605	6 403 2 140	7 592 1 505	8 057 1 614	8 057 1 614	8 057 1 614	8 721 1 810	9 014 1 991	9 915 2 190
Medical Aid Contributions Overtime	1	2 605 419	2 140	2 070	2 006	2 006	2 006	1 810	2 367	2 190
Performance Bonus			2 993	_ 5,0	_ 555	_ 555	_ 550	,	_ 507	201-
Motor Vehicle Allowance	1	892	1 269	892	1 050	1 050	1 050	1 124	1 310	1 441
Cellphone Allowance	1		254	168	207	207	207	233	231	241
Housing Allowances		785	1 124	702	733	733	733	687	797	820
Other benefits and allowances		189	2 436	1 230	963	963	963	1 179	1 364	1 664
Payments in lieu of leave Long service awards			366							
Post-retirement benefit obligations		683		54	56	56	56	58	61	64
Sub Total - Other Municipal Staff		48 893	54 781	57 662	61 434	61 434	61 434	64 057	68 085	72 899
% increase	4		12.0%	5.3%	6.5%			4.3%	6.3%	7.19
Total Parent Municipality		56 937	64 051	67 226	71 384	71 384	71 384	74 884	79 543	85 350
% increase	4		12.5%	5.0%	6.2%			4.9%	6.2%	7.39
Board Members of Entities										
Basic Salaries and Wages Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase Senior Managers of Entities	4									
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions	1									
Overtime	1									
Performance Bonus	1									
Motor Vehicle Allowance Cellphone Allowance	1									
Celipnone Allowance Housing Allowances	1									
Other benefits and allowances										
Payments in lieu of leave										
Long service awards	1									
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities	1.									
% increase Other Staff of Entities	4									
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions	1									
Overtime										
Performance Bonus Meter Vehicle Allewance										
Motor Vehicle Allowance Cellphone Allowance										
Housing Allowances	1									
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities % increase	4									
% increase Total Municipal Entities	4									
TOTAL SALARY, ALLOWANCES & BENEFITS		56 937	64 051	67 226	71 384	71 384	71 384	74 884	79 543	85 350
% increase	4		12.5%	5.0%	6.2%			4.9%	6.2%	7.39
TOTAL MANAGERS AND STAFF	5	53 434	59 894	62 965	66 804	66 804	66 804	69 838	74 421	79 869

Property	Northern Cape: Kareeberg(NC074) - Table SA22	Summary	Councillor an	nd Staff Benefi	ts for 4th Quar				2014/17 Modiu	m Torm Dovonuo	9 Eupondituro
	Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	С	Current year 2015/	16	2016/17 Mediu		& Expenditure
A B C B C B C F C B C F C B C F C B C F C B C F C B C F C B C F C C B C F C F	R thousands					Original Budget					Budget Year
Machine Andrews Andrews 1700		1				D					
Promoted Communication	Councillors (Political Office Bearers plus Other)										
Machanistante	_		1 280	1 347	1 313	1 426	1 426	1 426	1 773	1 879	1 992
March Personnel 42 30 67 67 67 67 68 60 60 60 60 60 60 60											
March Service March Servic			412	430	471	475	475	475	566	600	636
Control and interesses 1 178			92	136	136	161	161	161	161	177	194
No Final Conduction 1 1 198 178 179 179 170	_										
Montessee 4			1 784	1 913	1 919	2 062	2 062	2 062	2 499	2 656	2 822
Mac States and Wagner		4									6.39
200 201 202 202 203	[2									
Mach and Carthonium 11	_										3 906
Description											161
Mary National Assessment Mary National Asses											
Control particular and sources											203
Note Part			385	412	440	466	466	466	502	538	575
One town for all and services											
Large process amonth of patients 1,000 1			0	0	0	29	29	29	39	40	42
Proceedings	Payments in lieu of leave										
200 200	=										
Microsope 4 3.78 5.89 19.78 11.79 11.90 15.00			2 205	2 200	2 400	41//	41//	41//	4.05	F 010	E 422
Seed Subserver Ministry Seed Seed Table Tabl		4	3 205				4 166	4 166			5 437 8.59
Basis Salarina and Wagner Salarina and W		'		3.270	3.076	. 7.176			.0.376	0.070	0.37
Medical And Combinations	Basic Salaries and Wages										14 131
Doubtine											1 986
Professional Pro											578 300
Moor Vehicle Planament 66 67 77 77 77 77 77 7			320	304	490	300	300	300	300	300	300
Maching Managemen 10			66	69	73	77	77	77	83	89	96
Section Continues Section Se											
Pagential Black States 1	_										143
Long service awards 104 93 13 13 13 14 15 15 16 15 15 16 15 15			81	92	93	506	506	506	681	688	724
246 308 406 719 719 719 720			104	93	32						
Nonemane	=					719	719	719	791	870	957
1942 19 19 19 19 19 19 19 1	Sub Total - Other Municipal Staff		9 259	9 929	12 754	12 716	15 398	15 398	16 397	17 571	18 915
Section Sect		4									7.69
Baset Salaries and Ways		4	14 248					21 626			
Serior Managers of Entities Basic Salaries and Wayes Performance Borus Motor Vehicle Allowance Celiphone Allowances Other benefits and allowances Other benefits and allowances Operation and UTC contributions Wisconda Allo Contributions Overtime Power Salf of Entities Wisconda Allo Contributions Overtime Post-retirement benefit obligations Sub Total - Serior Managers of Entities Wisconda Allo Contributions Overtime Performance Borus Author Vehicle Allowance Celiphone Allowance Other benefits and allowances Other benefit obligations Sub Total - Other Staff of Entities Intelligence Sub Total Other Staff of	Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Celiphone Allowance Housing Allowances Other benefits and allowances Board Fees Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Board Members of Entities										
Basic Salaries and Wages Pension and UIF Contributions Medical AIX Contributions Medical AIX Contributions Motor Vehicle Allowance Coliptione Allowance Housing Allowances Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit deligations Sub Total - Senior Managers of Entitles Basic Salaries and Wages Post-retirement benefit deligations Sub Total - Contributions Medical AIX Contributions Medical AIX Contributions Medical AIX Contributions Motor Vehicle Allowance Colliptione Allowance Other benefits and allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit deligations Sub Total - Other Staff of Entities ### Contributions ###		4									
% increase 4 Other Staff of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Celiphone Allowance Celiphone Allowances Other benefits and allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Staff of Entities % increase TOTAL SALARY, ALLOWANCES & BENEFITS 4 6.3% 2 18 142 8 15 150 18 172 18 194 21 626 2 25 23 2 25 23 2 25 23 2 25 23 2 25 23 3 20.0% 4 21 626 2 25 23 3 25 23 4 25 23 4 25 23 5 25 23 6 25 23 <tr< td=""><td>Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></tr<>	Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations										
Dither Staff of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Celiphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Staff of Entities % increase 4 Total Municipal Entities Total Municipal Entities Total Municipal Entities Total Asklarky, ALLOWANCES & BENEFITS 14 248 15 150 18 172 18 944 21 626 21 626 23 501 25 238 27 17 6 17 7 18 10 1 12 18											
Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Other benefits and allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Staff of Entities % increase 4 TOTAL SALARY, ALLOWANCES & BENEFITS 14 248 15 150 18 172 18 944 21 626 21 626 23 501 25 238 27 17 % increase 4 6 3.36 20.06 4.2% 14.26 8.87% 7.4% 7.7		4									
Overlime Performance Bonus Motor Vehicle Allowance Celiphone Allowance Housing Allowances Other benefits and allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Staff of Entities % increase 4 TOTAL SALARY, ALLOWANCES & BENEFITS 14 248 15 150 18 172 18 944 21 626 21 626 23 501 25 238 27 17 % increase 4 6.3% 20.0% 4.2% 14.2% 8.7% 7.4% 7.7	Pension and UIF Contributions										
Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Staff of Entities % increase 4 Total Municipal Entities TOTAL SALARY, ALLOWANCES & BENEFITS 14 248 15 150 18 172 18 944 21 626 21 626 23 501 25 238 27 17 % increase 4 6.3% 20.0% 4.2% 14.2% 8.7% 7.4% 7.7	Overtime Performance Bonus Motor Vehicle Allowance										
Long service awards Post-relirement benefit obligations Sub Total - Other Staff of Entitles % increase 4 TOTAL SALARY, ALLOWANCES & BENEFITS 14 248 15 150 18 172 18 944 21 626 21 626 23 501 25 238 27 17 % increase 4 6 .3% 20.0% 4 .2% 14 .2% 8 .7% 7 .7%	Housing Allowances Other benefits and allowances										
Post-retirement benefit obligations Sub Total - Other Staff of Entities % increase 4 TOTAL SALARY, ALLOWANCES & BENEFITS 14 248 15 150 18 172 18 944 21 626 21 626 23 501 25 238 27 17 % increase 4 6.3% 20.0% 4.2% 14.2% 8.7% 7.4% 7.7	7										
Sub Total - Other Staff of Entities % increase 4 Total Municipal Entities TOTAL SALARY, ALLOWANCES & BENEFITS 14 248 15 150 18 172 18 944 21 626 21 626 23 501 25 238 27 17 % increase 4 6.3% 20.0% 4.2% 14 2% 8.7% 7.4% 7.7											
TOTAL SALARY, ALLOWANCES & BENEFITS 14 248 15 150 18 172 18 944 21 626 21 626 23 501 25 238 27 17 % increase 4 6.3% 20.0% 4.2% 14.2% 8.7% 7.4% 7.7	Sub Total - Other Staff of Entities % increase	4									
% increase 4 6.3% 20.0% 4.2% 14.2% 8.7% 7.4% 7.7			14 249	15 150	18 172	18 944	21 626	21 626	23 501	25 232	27 174
TOTAL MANAGERS AND STAFF 5 12 463 13 237 16 253 16 881 19 563 21 002 22 582 24 35		4									7.79
		5	12 463					19 563			24 352

Northern Cape: Renosterberg(NC075) - Table SA	22 Summ Ref	2012/13	r and Staff Ber 2013/14	2014/15		30 June 2016 urrent year 2015/	16	2016/17 Mediu	m Term Revenue	& Expenditure
Summary of Employee and Councillor Remuneration	Kei	Audited	Audited			Adjusted	Full Year	Dodget Vess	Framework Budget Year	Dode at Vers
R thousands		Outcome	Outcome	Audited Outcome	Original Budget	Budget	Full Year Forecast	Budget Year 2016/17	2017/18	Budget Year 2018/19
Councillors (Political Office Bearers plus Other)	1	Α	В	С	D	E	F	G	Н	1
Basic Salaries and Wages			990	1 344	2 257	2 257	2 257	1 676	1 681	1 596
Pension and UIF Contributions			10	13	17	17	17	158	158	168
Medical Aid Contributions					87	87	87			
Motor Vehicle Allowance Cellphone Allowance			248 95	336 94	265 61	265 61	265 61	516	516	549
Housing Allowances			7.5	74	01	01	01			
Other benefits and allowances										
Sub Total - Councillors			1 343	1 787	2 687	2 687	2 687	2 350	2 354	2 312
% increase Senior Managers of the Municipality	4 2			33.1%	50.3%			(12.5%)	0.2%	(1.8%
Basic Salaries and Wages			1 677	2 227	1 200	1 200	1 200	1 124	1 214	1 259
Pension and UIF Contributions			131	290	3	3	3	4	4	3
Medical Aid Contributions					34	34	34	42	45	36
Overtime Performance Bonus			58	127				57	61	61
Motor Vehicle Allowance			30	127				37	103	98
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances Payments in lieu of leave				15				4	4	3
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality			1 866	2 659	1 237	1 237	1 237	1 231	1 432	1 461
% increase	4			42.5%	(53.5%)			(0.5%)	16.4%	2.09
Other Municipal Staff Basic Salaries and Wages			9 321	11 089	15 778	15 778	15 778	12 819	14 440	16 452
Pension and UIF Contributions			1 743	1 969	15 / /8	15 / /8	15 7/8	2 659	14 440 2 607	2 192
Medical Aid Contributions			153	841	330	330	330	462	434	395
Overtime				393	473	473	473	330	330	503
Performance Bonus			757	861	1 033	1 033	1 033	977	997	1 020
Motor Vehicle Allowance Cellphone Allowance					447 61	447 61	447 61	61	377 66	367 64
Housing Allowances					01	01	01	01	00	04
Other benefits and allowances				220				145	148	126
Payments in lieu of leave										
Long service awards				39						
Post-retirement benefit obligations Sub Total - Other Municipal Staff			11 973	15 412	18 259	18 259	18 259	17 453	19 398	21 117
% increase	4		,.	28.7%	18.5%	10 207	10 207	(4.4%)	11.1%	8.9%
Total Parent Municipality			15 182	19 858	22 182	22 182	22 182	21 034	23 185	24 890
% increase Board Members of Entities	4			30.8%	11.7%			(5.2%)	10.2%	7.4%
Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Celliphone Allowance Housing Allowances Other benefits and allowances Board Fees Payments in lieu of leave Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities % increase	4									
Senior Managers of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Celiphone Allowance Housing Allowances Other benefits and allowances Other benefits and ellowances Long service awards Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities Basic Salaries and Wages										
Pension and UIF Contributions Medical Aid Contributions										
Overtime Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities % increase	4									
% increase Total Municipal Entities	4									
TOTAL SALARY, ALLOWANCES & BENEFITS			15 182	19 858	22 182	22 182	22 182	21 034	23 185	24 890
% increase	4		4	30.8%	11.7%	3	4	(5.2%)	10.2%	7.4%
TOTAL MANAGERS AND STAFF	5		13 839	18 071	19 496	19 496	19 496	18 684	20 831	22 578

Northern Cape: Thembelihle(NC076) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Northern Cape: Thembelihle(NC076) - Table SA22	Summa	ry Councillor	and Staff Bene	fits for 4th Qu	arter ended 3	0 June 2016		201//17 84- 45-	T D	0 F
Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	С	urrent year 2015/1	16	2016/17 Mediu	m Term Revenue Framework	& Expenditure
R thousands		Audited	Audited	Audited	Original Budget	Adjusted	Full Year	Budget Year	Budget Year	Budget Year
K diousulus	-	Outcome	Outcome	Outcome C		Budget E	Forecast	2016/17	2017/18	2018/19
Councillors (Political Office Bearers plus Other)	1	A	В	C	D	Ł	F	G	Н	1
Basic Salaries and Wages		1 174	1 710	2 260	1 813	1 979	1 979	2 118	2 287	2 493
Pension and UIF Contributions		142	58	74	253	256	256	274	295	166
Medical Aid Contributions		60	34	40	134	132	132	141	152	322
Motor Vehicle Allowance		330 97	128	97	270 337	270 171	270 171	288	312 198	340
Cellphone Allowance Housing Allowances		97	19	27	337	1/1	1/1	183	198	216
Other benefits and allowances										
Sub Total - Councillors		1 803	1 949	2 498	2 808	2 808	2 808	3 004	3 244	3 536
% increase	4		8.1%	28.2%	12.4%			7.0%	8.0%	9.09
Senior Managers of the Municipality	2	4.704	4 470		0.05/	2.054	0.057	0.054	0.545	0.400
Basic Salaries and Wages Pension and UIF Contributions		1 724 90	1 478 206	1 641 224	2 056 375	2 056 375	2 056 375	2 351 367	2 515 393	2 692 420
Medical Aid Contributions		,,,	200	224	3/3	3/3	373	307	373	420
Overtime										
Performance Bonus										
Motor Vehicle Allowance		360	440	312	574	300	300	552	591	632
Cellphone Allowance		1 76	15	4	43	43	43	50	54	57
Housing Allowances Other benefits and allowances		70	170							
Payments in lieu of leave		71	170	43						
Long service awards		5								
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 328	2 309	2 223	3 048	2 774	2 774	3 320	3 553	3 801
% increase	4		(0.8%)	(3.7%)	37.1%	(9.0%)		19.7%	7.0%	7.09
Other Municipal Staff Basic Salaries and Wages		9 264	10 433	12 994	12 847	13 673	13 673	14 367	15 540	16 989
Pension and UIF Contributions		1 899	1 721	2 093	2 399	13 6/3	1 9 6 7	2 168	2 345	2 564
Medical Aid Contributions		383	573	619	853	752	752	715	772	842
Overtime		796	1 097	1 706	1 109	1 204	1 204	1 061	1 151	1 267
Performance Bonus		413			1 301	960	960	1 051	1 136	1 238
Motor Vehicle Allowance		31	83	94	96					
Cellphone Allowance		35 8	24 18	67 29		(14) 47	(14) 47	E0.	E4	59
Housing Allowances Other benefits and allowances		82	1 698	1 895	5 99	8	8	50 85	54 92	102
Payments in lieu of leave		12	360	444	161	623	623	667	720	785
Long service awards		28	397	23				4	4	4
Post-retirement benefit obligations					59	702	702	790	853	930
Sub Total - Other Municipal Staff		12 952	16 404	19 964	18 928	19 921	19 921	20 958	22 667	24 778
% increase	4	47.000	26.7%	21.7%	(5.2%)	5.2%	05 500	5.2%	8.2%	9.39
Total Parent Municipality % increase	4	17 083	20 661 20.9%	24 686 19.5%	24 784 0.4%	25 503 2.9%	25 503	27 282 7.0%	29 464 8.0%	32 116 9.0%
Board Members of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus										
Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances										
Board Fees Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities % increase	4									
Senior Managers of Entities	4									
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances	1									
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities % increase	4									
Other Staff of Entities	1									
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions	1									
Overtime										
Performance Bonus Motor Vobiclo Allowance										
Motor Vehicle Allowance Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities % increase	4									
Total Municipal Entities	T .									
TOTAL SALARY, ALLOWANCES & BENEFITS		17 083	20 661	24 686	24 784	25 503	25 503	27 282	29 464	32 116
% increase	4		20.9%	19.5%	0.4%	2.9%		7.0%	8.0%	9.0%
TOTAL MANAGERS AND STAFF	5	15 280	18 712	22 188	21 976	22 695	22 695	24 278	26 220	28 580

Northern Cape: Siyathemba(NC077) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Northern Cape: Siyathemba(NC077) - Table SA22 S	Summai	ry Councillor a	and Staff Benef	its for 4th Qu	arter ended 30	June 2016		004/4714	T D	A.F. III
Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Ci	urrent year 2015/1	6	2016/17 Mediu	m Term Revenue Framework	& Expenditure
R thousands		Audited	Audited	Audited	Original Budget	Adjusted	Full Year	Budget Year	Budget Year	Budget Year
K diodsdrids	1	Outcome A	Outcome B	Outcome C	D D	Budget E	Forecast F	2016/17 G	2017/18 H	2018/19 I
Councillors (Political Office Bearers plus Other)	1	A	В	C	U	E	F	G	н	'
Basic Salaries and Wages		1 531	1 866	1 683	2 145	2 203	2 518	2 543	2 568	2 594
Pension and UIF Contributions		45	40		48			57	58	58
Medical Aid Contributions										
Motor Vehicle Allowance		319	360	218	415		312	328	339 170	351 172
Cellphone Allowance Housing Allowances		54	110	167	128		167	169	170	1/2
Other benefits and allowances		1	5		5					
Sub Total - Councillors		1 949	2 381	2 068	2 741	2 203	2 996	3 096	3 135	3 175
% increase	4		22.1%	(13.2%)	32.6%	(19.6%)	36.0%	3.3%	1.3%	1.39
Senior Managers of the Municipality	2									
Basic Salaries and Wages		2 364	2 529	2 529	2 706		2 429	2 623	2 833	3 060
Pension and UIF Contributions Medical Aid Contributions		263 225	281 241	281 241	301 257		446 65	481 70	520 76	56°
Overtime		220	2	2	207		00	70	70	0.
Performance Bonus							203	219	236	255
Motor Vehicle Allowance		436	466	466	499		464	501	541	584
Cellphone Allowance		24	26	26	28		20	20	20	2
Housing Allowances		24	26	26	27					_
Other benefits and allowances Payments in lieu of leave							75	81	87	9.
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 336	3 569	3 569	3 818		3 700	3 995	4 313	4 656
% increase	4		7.0%		7.0%	(100.0%)		8.0%	8.0%	8.09
Other Municipal Staff										
Basic Salaries and Wages Pension and UIF Contributions		17 015	20 698	23 147	24 613	28 271	18 719	21 560	23 043	24 62
Pension and UIF Contributions Medical Aid Contributions		2 519 268	3 764 376	4 226 427	4 495 452		3 131 1 039	4 378 1 054	4 680 1 127	5 00: 1 20:
Overtime		1 243	877	896	954		627	801	857	917
Performance Bonus		1	300	280	335		1 817	1 989	2 126	2 273
Motor Vehicle Allowance		514	1 235	1 089	1 156		632	944	1 005	1 070
Cellphone Allowance		14	11	29	31		197	228	244	262
Housing Allowances		36	129	183	195		309	366	392	420
Other benefits and allowances Payments in lieu of leave		2 303	2 899	3 225	3 446		1 838 346	1 780 534	1 899 572	2 026 612
Long service awards		345	279	300	321		232	227	243	260
Post-retirement benefit obligations		1 792	1 711	1 822	1 940		1 952	2 079	2 225	2 382
Sub Total - Other Municipal Staff		26 050	32 279	35 624	37 938	28 271	30 840	35 941	38 414	41 056
% increase	4		23.9%	10.4%	6.5%	(25.5%)	9.1%	16.5%	6.9%	6.99
Total Parent Municipality		31 335	38 229	41 261	44 497	30 474	37 537	43 032	45 862	48 887
% increase Board Members of Entities	4		22.0%	7.9%	7.8%	(31.5%)	23.2%	14.6%	6.6%	6.69
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities % increase	4									
Senior Managers of Entities	4									
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities % increase										
% increase Other Staff of Entities	4									
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus Motor Vobiclo Allowanco										
Motor Vehicle Allowance Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities % increase	4									
% increase Total Municipal Entities	4									
TOTAL SALARY, ALLOWANCES & BENEFITS		31 335	38 229	41 261	44 497	30 474	37 537	43 032	45 862	48 88
% increase	4		22.0%	7.9%	7.8%	(31.5%)	23.2%	14.6%	6.6%	6.69
TOTAL MANAGERS AND STAFF	5	29 386	35 848	39 193	41 756	28 271	34 541	39 936	42 726	45 712

Northern Cape: Siyancuma(NC078) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Northern Cape: Siyancuma(NC078) - Table SA22	Summar	y Councillor a	nd Staff Benef	its for 4th Qua	rter ended 30	June 2016		004/4714 11		0.5. 111
Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	С	urrent year 2015/1	6	2016/17 Mediu	m Term Revenue Framework	& Expenditure
R thousands		Audited	Audited	Audited	Original Budget	Adjusted	Full Year	Budget Year	Budget Year	Budget Year
	1	Outcome A	Outcome B	Outcome C	D	Budget E	Forecast F	2016/17 G	2017/18 H	2018/19 I
Councillors (Political Office Bearers plus Other)			5	Ü		-	·			
Basic Salaries and Wages		2 074	2 886	2 324	2 892	3 200	3 200	3 079	3 233	3 459
Pension and UIF Contributions		1								
Medical Aid Contributions Motor Vehicle Allowance		832	200	1 033						
Cellphone Allowance		159	202	269	230	240	240	262	275	294
Housing Allowances										
Other benefits and allowances			100		40	40	40			
Sub Total - Councillors		3 066	3 388	3 626	3 162	3 480	3 480	3 341	3 508	3 754
% increase	4		10.5%	7.0%	(12.8%)	10.1%		(4.0%)	5.0%	7.09
<u>Senior Managers of the Municipality</u> Basic Salaries and Wages	2	1 926	2 070	2 343	2 602	2 273	2 273	2 338	2 451	2 623
Pension and UIF Contributions		243	414	536	444	311	311	319	335	358
Medical Aid Contributions					137	105	105	108	113	121
Overtime										
Performance Bonus		474	240	274	400	201	201	245	0.0	207
Motor Vehicle Allowance Cellphone Allowance		471 17	368 21	374 21	439 31	336 31	336 31	345 32	362 33	387 36
Housing Allowances		27	36	37	36	42	42	43	45	48
Other benefits and allowances				322	40	15	15	15	16	17
Payments in lieu of leave		86	42		65					
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality % increase	4	2 770	2 951 6.5%	3 633 23.1%	3 795 4.5%	3 111 (18.0%)	3 111	3 200 2.9%	3 355 4.8%	3 591 7.09
% increase <u>Other Municipal Staff</u>	+		0.3%	23.1%	4.3%	(10.0%)		2.7%	4.0%	1.07
Basic Salaries and Wages		22 707	23 786	25 308	33 444	26 681	26 681	28 675	30 132	32 253
Pension and UIF Contributions		2 462	2 986	3 175	5 864	3 740	3 740	4 313	4 526	4 843
Medical Aid Contributions		903	1 030	1 195	2 274	1 729	1 729	1 986	2 085	2 231
Overtime		1 632	2 711	3 755	2 753	3 733	3 733	1 440	1 512	1 618
Performance Bonus Motor Vehicle Allowance		1 820	1 668	1 691	2 290	1 768	1 768	1 999	2 100	2 247
Cellphone Allowance		64	83	80	126	126	126	92	95	101
Housing Allowances		255	238	198	368	376	376	529	551	590
Other benefits and allowances		1 625	1 969	2 343	2 697	2 316	2 316	2 435	2 467	2 639
Payments in lieu of leave		1 154	783	427	481	450	450	350	368	393
Long service awards		138 377	130 379	135 400	451	353	353	230	246 422	264
Post-retirement benefit obligations Sub Total - Other Municipal Staff		33 137	35 764	38 707	50 747	41 273	41 273	402 42 453	44 504	452 47 630
% increase	4		7.9%	8.2%	31.1%	(18.7%)		2.9%	4.8%	7.09
Total Parent Municipality		38 973	42 103	45 966	57 704	47 864	47 864	48 994	51 367	54 974
% increase	4		8.0%	9.2%	25.5%	(17.1%)		2.4%	4.8%	7.09
Board Members of Entities										
Basic Salaries and Wages Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities % increase	4									
Senior Managers of Entities	4									
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime Performance Popus										
Performance Bonus Motor Vehicle Allowance								ĺ		
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave								ĺ		
Long service awards										
Post-retirement benefit obligations Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities	1							ĺ		
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime Performance Bonus								ĺ		
Motor Vehicle Allowance								ĺ		
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances								ĺ		
Payments in lieu of leave										
Long service awards Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		38 973	42 103	45 966	57 704	47 864	47 864	48 994	51 367	54 974
% increase	4	25.007	8.0%	9.2%	25.5%	(17.1%)	44.20*	2.4%	4.8%	7.09
TOTAL MANAGERS AND STAFF	5	35 907	38 715	42 340	54 542	44 384	44 384	45 653	47 859	51 221

Northern Cape: Pixley Ka Seme (Nc)(DC7) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Northern Cape: Pixley Ka Seme (Nc)(DC7) - Table	SA22 S	ummary Coun	cillor and Staf	Benefits for	th Quarter end	ded 30 June 20)16	2014/17 Modiu	ım Torm Dovonuo	9 Eupondituro
Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	С	urrent year 2015/1	6	2016/17 Mediu	m Term Revenue Framework	& Expenditure
R thousands		Audited	Audited	Audited	Original Budget	Adjusted	Full Year	Budget Year	Budget Year	Budget Year
Kulousalius	1	Outcome	Outcome	Outcome		Budget	Forecast	2016/17	2017/18	2018/19
Councillors (Political Office Bearers plus Other)	1	A	В	С	D	E	F	G	Н	ı
Basic Salaries and Wages		3 136	3 336		3 816	3 726	3 726	3 039	3 215	3 402
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance		42								
Cellphone Allowance Housing Allowances		42								
Other benefits and allowances										
Sub Total - Councillors		3 178	3 336		3 816	3 726	3 726	3 039	3 215	3 402
% increase	4		5.0%	(100.0%)		(2.4%)		(18.4%)	5.8%	5.8%
Senior Managers of the Municipality	2									
Basic Salaries and Wages Pension and UIF Contributions		3 602 525	2 913 517	4 167 618	4 030 586	3 867 629	3 867 629	4 030 586	4 232 615	4 443 646
Medical Aid Contributions		13	13	010	360	027	027	300	013	040
Overtime										
Performance Bonus		684	301	301	267	285	285	267	281	295
Motor Vehicle Allowance		647	562	562	433	306	306	433	454	477
Cellphone Allowance		36	36							
Housing Allowances Other benefits and allowances		162								
Payments in lieu of leave		102								
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		5 668	4 343	5 649	5 315	5 087	5 087	5 315	5 582	5 861
% increase	4		(23.4%)	30.1%	(5.9%)	(4.3%)		4.5%	5.0%	5.0%
Other Municipal Staff Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff										
% increase Total Parent Municipality	4	8 846	7 679	5 649	9 131	8 813	8 813	8 354	8 797	9 263
% increase	4	0 040	(13.2%)	(26.4%)	61.6%	(3.5%)	0 0 1 3	(5.2%)	5.3%	5.3%
Board Members of Entities			(10.270)	(20.170)	01.070	(0.0%)		(0.270)	0.070	0.070
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave Long service awards										
Long service awards Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions Medical Aid Contributions										
Medical Aid Contributions Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		8 846	7 679	5 649	9 131	8 813	8 813	8 354	8 797	9 263
% increase	4		(13.2%)	(26.4%)	61.6%	(3.5%)		(5.2%)	5.3%	5.39
TOTAL MANAGERS AND STAFF	5	5 668	4 343	5 649	5 315	5 087	5 087	5 315	5 582	5 861

Northern Cape: !Kai! Garib(NC082) - Table SA22	Summary	Councillor ar	nd Staff Benefi	ts for 4th Qua	rter ended 30	June 2016		201//17 84- 45-	T D	0 F
Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	С	urrent year 2015/1	16	2016/17 Mediu	m Term Revenue Framework	& Expenditure
R thousands		Audited Outcome	Audited	Audited Outcome	Original Budget	Adjusted	Full Year	Budget Year	Budget Year	Budget Year
	1	A	Outcome B	C	D	Budget E	Forecast F	2016/17 G	2017/18 H	2018/19
Councillors (Political Office Bearers plus Other)		**	5	ŭ	5	-	·			
Basic Salaries and Wages		5 009	4 704	4 961	4 937	6 496	5 163	6 037	5 036	5 187
Pension and UIF Contributions										
Medical Aid Contributions Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		5 009	4 704	4 961	4 937	6 496	5 163	6 037	5 036	5 187
% increase Senior Managers of the Municipality	4 2		(6.1%)	5.5%	(0.5%)	31.6%	(20.5%)	16.9%	(16.6%)	3.09
Basic Salaries and Wages		3 006	3 524	3 753	4 158	4 158	4 158	4 231	4 443	4 665
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality % increase	4	3 006	3 524 17.2%	3 753 6.5%	4 158 10.8%	4 158	4 158	4 231 1.8%	4 443 5.0%	4 665 5.09
Other Municipal Staff	4		17.2%	0.3%	10.0%			1.0%	3.0%	5.07
Basic Salaries and Wages		34 743	46 052	54 632	52 851	56 059	54 394	60 754	56 557	60 483
Pension and UIF Contributions		6 322	6 989	9 486	(1 405)	10 294	10 677	11 117	11 800	12 565
Medical Aid Contributions		735	916	1 126	1 305	1 443	1 354	1 559	1 396	1 491
Overtime		5 162	5 822	6 261	5 000	3 519	5 252	3 800	5 350	5 714
Performance Bonus Motor Vehicle Allowance		4 348 1 471	6 584 1 956	3 967 3 236	4 743 4 099	5 066 3 778	4 780 3 910	5 024 3 872	5 075 4 386	5 421 4 685
Cellphone Allowance		44	1 070	1 545	1 500	1 872	1 693	2 022	1 605	1 714
Housing Allowances			1070	1010	1 000	1072	1070	2 022	1 000	
Other benefits and allowances		1 168								
Payments in lieu of leave		2 284	4 043	1 623		276	141	298		
Long service awards		753	1 093	346						
Post-retirement benefit obligations		2 576 59 606	373 74 898	291 82 513	200 68 294	333 82 640	272 82 473	360 88 806	214 86 383	229 92 300
Sub Total - Other Municipal Staff % increase	4	39 000	74 898 25.7%	10.2%	(17.2%)	82 640 21.0%	(0.2%)	7.7%	(2.7%)	6.89
Total Parent Municipality		67 621	83 126	91 227	77 388	93 294	91 794	99 075	95 862	102 152
% increase	4		22.9%	9.7%	(15.2%)	20.6%	(1.6%)	7.9%	(3.2%)	6.69
Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Board Fees Payments in lieu of leave Long service awards Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Celiphone Allowance Housing Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities TOTAL SALARY, ALLOWANCES & BENEFITS		67 621	83 126	91 227	77 388	93 294	91 794	99 075	95 862	102 152
% increase	4	0/ 021	22.9%	9.7%	(15.2%)	20.6%	(1.6%)	7.9%	(3.2%)	6.69
TOTAL MANAGERS AND STAFF	5	62 612	78 422	86 266	72 451	86 798	86 631	93 038	90 826	96 965
		_						_		

Northern Cape: !Kheis(NC084) - Table SA22 Summ	nary Co	uncillor and S	taff Benefits for	r 4th Quarter	ended 30 June	2016		004/4714 11	T 0	a. F I''
Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	C	urrent year 2015/1	16	2016/17 Mediu	m Term Revenue Framework	& Expenditure
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G G	Н	2010/17 I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages					1 731			1 862	1 981	2 108
Pension and UIF Contributions										
Medical Aid Contributions Motor Vehicle Allowance										
Cellphone Allowance					102			156	166	177
Housing Allowances										
Other benefits and allowances					473			515	548	583
Sub Total - Councillors					2 305			2 533	2 695	2 868
% increase	4					(100.0%)			6.4%	6.4%
<u>Senior Managers of the Municipality</u> Basic Salaries and Wages	2									
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality										
% increase	4				ĺ					
Other Municipal Staff Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff										
% increase	4				2 205			2 522	2.00	20/0
Total Parent Municipality % increase	4				2 305	(100.0%)		2 533	2 695 6.4%	2 868
Board Members of Entities	"					(100.070)			0.470	0.470
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions Overtime					ĺ					
Overtime Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards Post-retirement benefit obligations					ĺ					
Post-retirement benefit obligations Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions Overtime					ĺ					
Overtime Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave					ĺ					
Long service awards Post-retirement benefit obligations										
Post-retirement benefit obligations Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS					2 305			2 533	2 695	2 868
% increase	4					(100.0%)			6.4%	6.4%
TOTAL MANAGERS AND STAFF	5				l			l		

Northern Cape: Tsantsabane(NC085) - Table SA22	Summ	ary Councillor	and Staff Ben	efits for 4th Q	uarter ended 3	0 June 2016		004/4714 11	T D	0.5. 111
Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	С	urrent year 2015/1	16	2016/17 Mediu	m Term Revenue Framework	& Expenditure
R thousands		Audited	Audited	Audited	Original Budget	Adjusted	Full Year	Budget Year	Budget Year	Budget Year
K uluusalius	1	Outcome A	Outcome B	Outcome C	D D	Budget E	Forecast F	2016/17 G	2017/18 H	2018/19
Councillors (Political Office Bearers plus Other)	'	A	В	C	U	E	F	G	н	-
Basic Salaries and Wages		1 760	1 868	2 235	2 199	2 199	2 199	2 206	2 357	2 519
Pension and UIF Contributions		204								
Medical Aid Contributions										
Motor Vehicle Allowance		546	624	709	603	603	603	713	762 305	814
Cellphone Allowance Housing Allowances		116	159		269	269	269	285	305	326
Other benefits and allowances			181							
Sub Total - Councillors		2 626	2 831	2 944	3 071	3 071	3 071	3 205	3 423	3 659
% increase	4		7.8%	4.0%	4.3%			4.4%	6.8%	6.9%
Senior Managers of the Municipality	2									
Basic Salaries and Wages Pension and UIF Contributions		3 291	2 333	4 800	5 150	5 150	5 150	5 327	5 689	6 088
Medical Aid Contributions Medical Aid Contributions										
Overtime										
Performance Bonus		337			721	721	721	346	369	395
Motor Vehicle Allowance			976							
Cellphone Allowance										
Housing Allowances			057	70						
Other benefits and allowances Payments in lieu of leave			857 118	78						
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 628	4 284	4 878	5 871	5 871	5 871	5 673	6 059	6 483
% increase	4		18.1%	13.9%	20.4%			(3.4%)	6.8%	7.0%
Other Municipal Staff Pacie Salaries and Wagos		24.272	27.425	27.052	24.007	25.042	25.042	20.405	41 110	40.040
Basic Salaries and Wages Pension and UIF Contributions		24 260 4 159	27 425 4 381	27 953 4 500	34 907 5 998	35 043 5 998	35 043 5 998	38 495 7 085	41 112 7 567	43 942 8 089
Medical Aid Contributions Medical Aid Contributions		2 649	1 719	1 862	2 607	2 607	2 607	1 940	2 071	2 214
Overtime		3 611	4 440	4 500	5 895	5 895	5 895	9 322	9 956	10 643
Performance Bonus										
Motor Vehicle Allowance		2 264	2 927	4 370	4 250	4 250	4 250	5 713	6 102	6 523
Cellphone Allowance		175	17	4	158	158	158	463	495	529
Housing Allowances Other benefits and allowances		128 5 047	64 2 397	70 2 586	130 3 876	130 3 876	130 3 876	2 021 4 012	2 169 4 274	2 318 4 570
Payments in lieu of leave		397	2 391	2 300	3 0 / 0	3 0 / 0	3 0 / 0	4 012	4 2 / 4	4 370
Long service awards		11			52	52	52	6	6	7
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		42 702	43 370	45 846	57 873	58 009	58 009	69 057	73 753	78 836
% increase	4		1.6%	5.7%	26.2%	0.2%		19.0%	6.8%	6.9%
Total Parent Municipality		48 956	50 485	53 668	66 815	66 951	66 951	77 935	83 234	88 978
% increase Board Members of Entities	4		3.1%	6.3%	24.5%	0.2%		16.4%	6.8%	6.9%
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities % increase	4									
Senior Managers of Entities	4									
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus Motor Vehicle Allowance										
Motor Vehicle Allowance Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities	١.									
% increase Other Staff of Entities	4									
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities % increase	4									
% increase Total Municipal Entities	4									
TOTAL SALARY, ALLOWANCES & BENEFITS		48 956	50 485	53 668	66 815	66 951	66 951	77 935	83 234	88 978
% increase	4		3.1%	6.3%	24.5%	0.2%		16.4%	6.8%	6.9%
TOTAL MANAGERS AND STAFF	5	46 330	47 654	50 724	63 744	63 880	63 880	74 730	79 811	85 319

Northern Cape: Kgatelopele(NC086) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Northern Cape: Kgatelopele(NC086) - Table SA22	Summa							2016/17 Modiu	ım Term Revenue	9. Evnondituro
Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	С	urrent year 2015/	16	2010/17 Wicula	Framework	& Expenditure
R thousands		Audited	Audited	Audited	Original Budget	Adjusted	Full Year	Budget Year	Budget Year	Budget Year
	1	Outcome A	Outcome B	Outcome C	D	Budget E	Forecast F	2016/17 G	2017/18 H	2018/19
Councillors (Political Office Bearers plus Other)		^		C	b	_	'		"	
Basic Salaries and Wages		1 909	1 899	2 142	1 413			2 706	2 901	3 101
Pension and UIF Contributions			i							
Medical Aid Contributions			i							
Motor Vehicle Allowance			i		447			4/7	470	404
Cellphone Allowance Housing Allowances			101	129	147			167	179	191
Other benefits and allowances		8	16	20						
Sub Total - Councillors		1 917	2 016	2 291	1 560			2 873	3 080	3 292
% increase	4		5.2%	13.6%	(31.9%)	(100.0%)			7.2%	6.99
Senior Managers of the Municipality	2		i							
Basic Salaries and Wages			i		2 225			2 293	2 532	2 707
Pension and UIF Contributions			i		233			251	269	288
Medical Aid Contributions Overtime			i		34			36	39	42
Performance Bonus			i							
Motor Vehicle Allowance			i							
Cellphone Allowance			i					36	39	42
Housing Allowances			i							
Other benefits and allowances			i							
Payments in lieu of leave			i							
Long service awards			i							
Post-retirement benefit obligations					0.400			0.44	0.070	2.070
Sub Total - Senior Managers of Municipality % increase	4		i		2 493	(100.0%)		2 616	2 878 10.0%	3 078 6.9%
% increase Other Municipal Staff	,		,			(100.0%)			10.076	0.97
Basic Salaries and Wages		7 202	8 656	9 876	13 303			14 680	15 665	16 745
Pension and UIF Contributions		1 231	1 220	1 560	2 810			2 161	2 317	2 477
Medical Aid Contributions		517	568	529	1 440			1 051	1 127	1 204
Overtime		740	732	810	417			1 056	1 132	1 211
Performance Bonus		67	23		1 126					
Motor Vehicle Allowance		651	186	184						
Cellphone Allowance Housing Allowances		101 19	3	8	180			168 37	179 39	191 42
Other benefits and allowances		896	818	1 211	400			3 333	3 573	3 820
Payments in lieu of leave		21	010	1211	320			166	177	190
Long service awards			i		72			23	25	26
Post-retirement benefit obligations			i							
Sub Total - Other Municipal Staff		11 445	12 206	14 178	20 071			22 676	24 236	25 906
% increase	4		6.6%	16.2%	41.6%	(100.0%)			6.9%	6.9%
Total Parent Municipality	4	13 362	14 222 6.4%	16 469 15.8%	24 124 46.5%	(100.00()		28 165	30 194 7.2%	32 276 6.9%
% increase Board Members of Entities	4		0.4%	13.0%	40.376	(100.0%)			1.270	0.97
Basic Salaries and Wages			i							
Pension and UIF Contributions			i							
Medical Aid Contributions			i							
Overtime			i							
Performance Bonus			i							
Motor Vehicle Allowance			i							
Cellphone Allowance			i							
Housing Allowances Other benefits and allowances			i							
Board Fees			i							
Payments in lieu of leave			i							
Long service awards			i							
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase										
Senior Managers of Entities	4									
Basic Salaries and Wages	4									
Pension and LIF Contributions	4									
Pension and UIF Contributions Medical Aid Contributions	4									
	4									
Medical Aid Contributions Overtime Performance Bonus	4									
Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance	4									
Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Celiphone Allowance	4									
Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances	4									
Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Celiphone Allowance Housing Allowances Other benefits and allowances	4									
Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave	4									
Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Celiphone Allowance Housing Allowances Other benefits and allowances	4									
Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards	4									
Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Celiphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retire wards Sub Total - Senior Managers of Entities % increase	4									
Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Senior Managers of Entities % increase Other Staff of Entities										
Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Celiphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Senior Managers of Entities % increase Other Staff of Entities Basic Salaries and Wages										
Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Celiphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Senior Managers of Entities % increase Other Staff of Entities Basic Salaries and Wages Pension and UIF Contributions										
Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Senior Managers of Entities % increase Other Staff of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions										
Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Celiphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Senior Managers of Entities % increase Other Staff of Entities Basic Salaries and Wages Pension and UIF Contributions										
Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Celiphone Allowance Celiphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Senior Managers of Entitles % increase Other Staff of Entitles Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime										
Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Senior Managers of Entities % Increase Other Staff of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus										
Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Senior Managers of Entities % increase Other Staff of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances										
Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-relitement benefit obligations Sub Total - Senior Managers of Entities % increase Other Staff of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances										
Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Celiphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Senior Managers of Entities % increase Other Staff of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Celiphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave										
Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Celiphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Senior Managers of Entities % Increase Other Staff of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Leliphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards										
Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-relifement benefit obligations Sub Total - Senior Managers of Entities % Increase Other Staff of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations										
Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Celiphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Senior Managers of Entities % increase Other Staff of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Celiphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards										
Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Senior Managers of Entities % increase Other Staff of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Staff of Entities	4									
Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Celiphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Senior Managers of Entities % increase Other Staff of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Celiphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Staff of Entities % increase Total Municipal Entities TOTAL SALARY, ALLOWANCES & BENEFITS	4	13 362	14 222	16 469	24 124			28 165	30 194	32 276
Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Celiphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Senior Managers of Entities % increase Other Staff of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Celiphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Staff of Entities % increase Total Municipal Entities	4	13 362 11 445	14 222 6.4% 12 206	16 469 15.8%	24 124 46.5% 22 564	(100.0%)		28 165	30 194 7.2% 27 114	32 276 6.9% 28 994

Northern Cape: Dawid Kruiper(NC087) - Table SA2	2 Sumr	mary Councille	or and Staff Be	enefits for 4th	Quarter ended	30 June 2016		004/4714 11	T D	0.5 III
Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	С	Current year 2015/	16	2016/17 Wediu	m Term Revenue Framework	& Expenditure
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E E	F	2010/17 G	2017/16 H	2010/19
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages								9 149	10 743	11 408
Pension and UIF Contributions Medical Aid Contributions								1 632 10 781	711 11 453	753 12 162
Motor Vehicle Allowance								10 701	11400	12 102
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances								6 962	7 380	7 823
Sub Total - Councillors % increase	١,							880	932	988
Senior Managers of the Municipality	4							1 086	6.0% 1 169	6.09 1 239
Basic Salaries and Wages	_							1 046	1 109	1 175
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime								43	46	49
Performance Bonus										
Motor Vehicle Allowance Cellphone Allowance										
Housing Allowances								10 133	10 759	11 404
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations								158 060	167 582	177 732
Sub Total - Senior Managers of Municipality % increase								26 055	27 709	29 389
0ther Municipal Staff	4				1			17	6.3%	6.19
Basic Salaries and Wages					1			3 000	3 190	3 389
Pension and UIF Contributions					1					
Medical Aid Contributions					1			2 045	2 177	2 310
Overtime								8 106	8 592	9 107
Performance Bonus Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances								223 693	237 250	251 615
Other benefits and allowances										
Payments in lieu of leave										
Long service awards								244 607	259 463	275 181
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff % increase	4									
Total Parent Municipality	<u> </u>									
% increase	4									
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages Pension and UIF Contributions										
Medical Aid Contributions										
Overtime					Ì					
Performance Bonus					1					
Motor Vehicle Allowance					1					
Cellphone Allowance					1					
Housing Allowances Other benefits and allowances					1					
Payments in lieu of leave					1					
Long service awards					1					
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities			1							
% increase	4				1					
Other Staff of Entities Basic Salaries and Wages					1					
Pension and UIF Contributions					1					
Medical Aid Contributions					1					
Overtime					1					
Performance Bonus					Ì					
Motor Vehicle Allowance					Ì					
Cellphone Allowance					1					
Housing Allowances Other benefits and allowances					1					
Payments in lieu of leave					1					
Long service awards					1					
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities			1		<u> </u>			244 607	259 463	275 18
% increase	4				-				6.1%	6.19
Total Municipal Entities TOTAL SALARY, ALLOWANCES & BENEFITS										
% increase	4		1		†					
TOTAL MANAGERS AND STAFF	5				<u></u>					
					-					

Northern Cape: Z F Mgcawu(DC8) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Northern Cape: Z F Mgcawu(DC8) - Table SA22 Su	mmary	Councillor and	d Staff Benefit	s for 4th Quar	ter ended 30 J	une 2016		201//17 14- 41-	m Term Revenue	0 F dit
Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	С	urrent year 2015/	16	2016/17 Wediu	Framework	& Expenditure
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	Α	В	С	D	E	F	G	Н	I
Councillors (Political Office Bearers plus Other) Basic Salaries and Wages		2 131	2 286		2 099	2 183	2 183	2 860	3 031	3 183
Pension and UIF Contributions		32	32		50	52	52	2 000	0 001	5 100
Medical Aid Contributions										
Motor Vehicle Allowance Cellphone Allowance		651 96	663 96		815 170	847 177	847 177	825 125	874	918
Housing Allowances		,,,	,,,					123		
Other benefits and allowances					442	434	434	29	163	171
Sub Total - Councillors % increase	4	2 910	3 078 5.8%	(100.0%)	3 575	3 692 3.3%	3 692	3 839 4.0%	4 069 6.0%	4 272 5.09
Senior Managers of the Municipality	2		3.070	(100.070)		3.370		4.070	0.070	3.07
Basic Salaries and Wages		1 465	1 602		1 946	1 946	1 946	2 356	2 474	2 598
Pension and UIF Contributions Medical Aid Contributions		80	164		285 164	285 164	285 164	271 85	285 91	299 95
Overtime					104	104	104	0.5	71	73
Performance Bonus		371	381		547	547	547	530	562	596
Motor Vehicle Allowance		916	868		1 513	1 513	1 513	1 737	1 824	1 915
Cellphone Allowance Housing Allowances					31	31	31	31	31	31
Other benefits and allowances		201	86		104	104	104	48	50	53
Payments in lieu of leave										
Long service awards Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 033	3 100		4 589	4 589	4 589	5 059	5 317	5 587
% increase	4		2.2%	(100.0%)				10.2%	5.1%	5.1%
Other Municipal Staff Pasic Salarios and Wagos		22 757	24.420		25 233	24 219	24.242	25.352	27 319	20.000
Basic Salaries and Wages Pension and UIF Contributions		22 /5/ 1 829	24 429 2 231		25 233 4 223	24 219 4 531	24 219 4 531	25 750 4 912	27 319 5 210	28 983 5 470
Medical Aid Contributions		1 475	1 044		2 021	2 167	2 167	1 543	1 635	1 717
Overtime		244	440							
Performance Bonus Motor Vehicle Allowance		341 2 004	418 2 468		2 903	2 645	2 645	3 244	3 206	3 135
Cellphone Allowance			- 100					14	15	15
Housing Allowances		259	239		354	324	324	363	363	363
Other benefits and allowances Payments in lieu of leave		2 480	1 351		1 440	2 116 84	2 116 84	2 740 82	2 870	3 032
Long service awards						04	04	49		
Post-retirement benefit obligations								1 019	1 080	1 134
Sub Total - Other Municipal Staff % increase	4	31 144	32 180 3.3%	(100.0%)	36 175	36 086 (0.2%)	36 086	39 716 10.1%	41 698 5.0%	43 850 5.2%
Total Parent Municipality	4	37 086	38 358	(100.0%)	44 339	44 367	44 367	48 614	51 084	53 710
% increase	4		3.4%	(100.0%)		0.1%		9.6%	5.1%	5.1%
Board Members of Entities										
Basic Salaries and Wages Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities % increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave Long service awards										
Long service awards Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities % increase	4									
% increase Total Municipal Entities	4									
TOTAL SALARY, ALLOWANCES & BENEFITS		37 086	38 358		44 339	44 367	44 367	48 614	51 084	53 710
% increase	4	21.17-	3.4%	(100.0%)	40.77	0.1%	40 47-	9.6%	5.1%	5.1%
TOTAL MANAGERS AND STAFF	5	34 177	35 280		40 764	40 675	40 675	44 775	47 015	49 437

Northern Cape: Sol Plaatje(NC091) - Table SA22	Summary	/ Councillor ar	nd Staff Benefi	ts for 4th Quar	ter ended 30 J	June 2016		201//17 84-45-	T D	0 F
Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Ci	urrent year 2015/1	16	2016/17 Mediu	k Expenditure	
R thousands		Audited	Audited	Audited	Original Budget	Adjusted	Full Year	Budget Year	Budget Year	Budget Year
	1	Outcome A	Outcome B	Outcome C	D	Budget E	Forecast F	2016/17 G	2017/18 H	2018/19
Councillors (Political Office Bearers plus Other)				-						
Basic Salaries and Wages		17 243	12 114	13 557	19 580	14 442	14 442	21 540	22 940	24 316
Pension and UIF Contributions Medical Aid Contributions			797 460	599 494		660 570	660 570			
Motor Vehicle Allowance			3 554	3 663		3 816	3 816			
Cellphone Allowance			1 534	1 528		1 513	1 513	1 773	1 888	2 001
Housing Allowances										
Other benefits and allowances					1 785	365	365			
Sub Total - Councillors % increase	4	17 243	18 459 7.1%	19 841 7.5%	21 365 7.7%	21 365	21 365	23 312 9.1%	24 828 6.5%	26 317 6.09
Senior Managers of the Municipality	2		7.170	7.370	7.770			7.170	0.570	0.07
Basic Salaries and Wages		5 189	5 130	5 157	8 595	10 513	10 513	6 473	6 864	7 190
Pension and UIF Contributions		790	815	840	1 540	1 118	1 118	994	1 050	1 105
Medical Aid Contributions		208	192	188	214	100	100	126	133	140
Overtime Performance Bonus										
Motor Vehicle Allowance		1 793	2 008	1 702	2 482	1 805	1 805	1 715	1 814	1 910
Cellphone Allowance			102	102		202	202	178	188	198
Housing Allowances		61	55	55	43	17	17	34	36	37
Other benefits and allowances		599	309	333	1 022	45	45	948	1 000	1 000
Payments in lieu of leave			74 29	80 29		60 35	60 35	63	66 10	70 11
Long service awards Post-retirement benefit obligations			29	29		33	33	9	10	- "
Sub Total - Senior Managers of Municipality		8 639	8 713	8 487	13 896	13 896	13 896	10 539	11 162	11 661
% increase	4		0.9%	(2.6%)	63.7%			(24.2%)	5.9%	4.59
Other Municipal Staff										
Basic Salaries and Wages		230 550	249 375	268 932	316 508	333 798	333 798	345 992	366 150	386 065
Pension and UIF Contributions Medical Aid Contributions		35 642 30 509	55 411 29 797	34 110 33 539	51 332 39 250	46 761 31 240	46 761 31 240	55 535 42 970	58 767 45 481	61 955 47 959
Overtime		18 532	29 /97	24 635	17 635	17 635	17 635	42 970 22 845	23 691	24 960
Performance Bonus										
Motor Vehicle Allowance		25 794	28 851	37 074	37 205	32 864	32 864	39 859	42 123	44 333
Cellphone Allowance						1 090	1 090	1 253	1 326	1 397
Housing Allowances		1 867	1 615	1 804	1 926	2 532	2 532	2 825	2 989	3 151
Other benefits and allowances Payments in lieu of leave		41 537	40 979 8 664	43 182 9 321	54 196 10 000	60 472 6 322	60 472 6 322	56 647 11 500	59 133 12 190	61 649 12 860
Long service awards		8 411	9 075	9 778	12 411	12 077	12 077	13 315	14 088	14 852
Post-retirement benefit obligations		33 947	21 669	(7 561)	42 894	42 894	42 894	41 061	45 424	48 621
Sub Total - Other Municipal Staff		426 789	466 870	454 814	583 358	587 684	587 684	633 801	671 363	707 802
% increase	4		9.4%	(2.6%)	28.3%	0.7%		7.8%	5.9%	5.49
Total Parent Municipality % increase	4	452 671	494 042 9.1%	483 142 (2.2%)	618 619 28.0%	622 945 0.7%	622 945	667 652 7.2%	707 352 5.9%	745 780 5.49
Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Celiphone Allowance Housing Allowances Other benefits and allowances Board Fees Payments in lieu of leave Long service awards Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entitles Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Celiphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Celiphone Allowance										
Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations										
Sub Total - Other Staff of Entities % increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS % increase	4	452 671	494 042 9.1%	483 142 (2.2%)	618 619 28.0%	622 945 0.7%	622 945	667 652 7.2%	707 352 5.9%	745 780 5.49
TOTAL MANAGERS AND STAFF	5	435 428	475 583	463 301	597 254	601 580	601 580	644 340	682 524	719 462
			000	001	207	000	000			

Northern Cape: Dikgatlong(NC092) - Table SA22							4	2016/17 Mediu	ue & Expenditure	
Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14 Audited	2014/15	·	urrent year 2015/1			Framework	Budget Year
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	Α	В	С	D	E	F	G	Н	I
Councillors (Political Office Bearers plus Other) Basic Salaries and Wages		850	4 087	2 625	3 124	3 124	2 879	4 314	4 521	4 788
Pension and UIF Contributions		030	170	197	471	3 124	2017	7 317	4 32 1	4700
Medical Aid Contributions			50	118	277					
Motor Vehicle Allowance										
Cellphone Allowance Housing Allowances		66 41	85 43	17	271					
Other benefits and allowances		227	78							
Sub Total - Councillors		1 184	4 513	2 957	4 143	3 124	2 879	4 314	4 521	4 788
% increase	4		281.2%	(34.5%)	40.1%	(24.6%)	(7.9%)	49.9%	4.8%	5.99
<u>Senior Managers of the Municipality</u> Basic Salaries and Wages	2	1 816	2 530	3 031	3 331	3 231	3 231	3 588	3 803	4 031
Pension and UIF Contributions			481	141				7	8	9
Medical Aid Contributions			190	26						
Overtime			240	400	222	205	205	2/2	075	007
Performance Bonus Motor Vehicle Allowance		57 150	340 150	103	333	335	335	362 66	375 70	397 75
Cellphone Allowance		36	60					00	70	,,
Housing Allowances		22	104							
Other benefits and allowances		26	442					37	39	42
Payments in lieu of leave										
Long service awards Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 107	4 296	3 301	3 664	3 566	3 566	4 059	4 295	4 554
% increase	4		103.9%	(23.2%)	11.0%	(2.7%)		13.8%	5.8%	6.09
Other Municipal Staff										
Basic Salaries and Wages Pension and UIF Contributions		12 696	17 087	21 651	27 479	28 697	28 697 4 418	35 695	36 889	37 915
Pension and UIF Contributions Medical Aid Contributions		4 404	3 246 1 228	3 417 1 778	4 405 2 239	4 418 2 314	4 418 2 314	6 094 3 075	6 179 3 136	6 275 3 206
Overtime		490	428	1 078	165	1 435	1 435	1 494	1 525	1 610
Performance Bonus	1							352	364	377
Motor Vehicle Allowance					72	72	72			
Cellphone Allowance Housing Allowances		425	219 326	18 66	5 94	26 94	26 94	10 87	10 89	10 92
Other benefits and allowances		2 246	461	00	4 140	3 530	3 530	1 164	1 177	1 488
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations		20.2/1	22.007	20.000	20 500	40 50/	40.50/	47.070	40.2/0	F0.072
Sub Total - Other Municipal Staff % increase	4	20 261	22 996 13.5%	28 008 21.8%	38 599 37.8%	40 586 5.1%	40 586	47 970 18.2%	49 369 2.9%	50 973 3.29
Total Parent Municipality		23 552	31 805	34 266	46 406	47 276	47 031	56 343	58 185	60 315
% increase	4		35.0%	7.7%	35.4%	1.9%	(0.5%)	19.8%	3.3%	3.79
Basic Salaries and Wages Pension and UIF Contributions Medical Aid Confributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Board Fees Payments in lieu of leave Long service awards Post-retirement benefit obligations										
Post-retirement benefit obligations Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities Basic Salaries and Wages Pension and UIF contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Celliphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities Basic Salaries and Wages										
Pension and UIF Contributions Medical Aid Contributions Overtime										
Performance Bonus										
Motor Vehicle Allowance	1									
Cellphone Allowance										
Housing Allowances Other benefits and allowances										
Other benefits and allowances Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities % increase Total Municipal Entities	4									
TOTAL SALARY, ALLOWANCES & BENEFITS		23 552	31 805	34 266	46 406	47 276	47 031	56 343	58 185	60 315
% increase	4		35.0%	7.7%	35.4%	1.9%	(0.5%)	19.8%	3.3%	3.79
TOTAL MANAGERS AND STAFF	5	22 368	27 292	31 309	42 263	44 152	44 152	52 029	53 664	55 527

Northern Cape: Magareng(NC093) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Northern Cape: Magareng(NC093) - Table SA22 Si	ummary	Councillor an	d Staff Benefi	ts for 4th Quar	rter ended 30 J	une 2016		201//17 14- 40-	T D	0 F
Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	С	urrent year 2015/	16	2016/17 Mediu	m Term Revenue Framework	& Expenditure
R thousands		Audited	Audited	Audited	Original Budget	Adjusted	Full Year	Budget Year	Budget Year	Budget Year
	1	Outcome A	Outcome B	Outcome C	D	Budget E	Forecast F	2016/17 G	2017/18 H	2018/19 I
Councillors (Political Office Bearers plus Other)	'	A .	ь	C	U	E	r		п	'
Basic Salaries and Wages								2 330	2 474	2 620
Pension and UIF Contributions								136	144	153
Medical Aid Contributions								67	72	76
Motor Vehicle Allowance								514	546	578
Cellphone Allowance Housing Allowances								119	126	134
Other benefits and allowances										
Sub Total - Councillors								3 166	3 362	3 560
% increase	4								6.2%	5.99
Senior Managers of the Municipality	2									
Basic Salaries and Wages								2 422	2 572	2 724
Pension and UIF Contributions Medical Aid Contributions								6 100	6 106	113
Overtime								100	100	113
Performance Bonus										
Motor Vehicle Allowance								453	481	509
Cellphone Allowance								27	29	30
Housing Allowances										
Other benefits and allowances								191	203	215
Payments in lieu of leave										
Long service awards Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality								3 199	3 397	3 598
% increase	4							3 179	6.2%	5.99
Other Municipal Staff										
Basic Salaries and Wages								23 276	24 719	26 178
Pension and UIF Contributions								5 057	5 371	5 688
Medical Aid Contributions								1 563	1 660	1 758
Overtime								499	530	561
Performance Bonus Motor Vehicle Allowance										
Cellphone Allowance								76	80	85
Housing Allowances								240	255	270
Other benefits and allowances								723	768	814
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff								31 435	33 384	35 354
% increase	4							37 799	6.2% 40 143	5.99 42 512
Total Parent Municipality % increase	4							31 199	6.2%	5.99
Board Members of Entities	1								0.270	3.77
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase Senior Managers of Entities	4									
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions	1									
Medical Aid Contributions Overtime										
Overtime Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities % increase	4									
% Increase Total Municipal Entities	4	1								
TOTAL SALARY, ALLOWANCES & BENEFITS	+							37 799	40 143	42 512
% increase	4								6.2%	5.99
TOTAL MANAGERS AND STAFF	5							34 634	36 781	38 951

Northern Cape: Phokwane(NC094) - Table SA22 S	Summary	Councillor an	nd Staff Benefit	s for 4th Quar				2014/17 Medius	m Term Revenue	9 Eunondituro
Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Cı	urrent year 2015/1	6	2016/1/ Mediu	Framework	& Expenditure
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E E	F	2010/17 G	2017/16 H	2010/19
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		2 798	2 252		3 270	3 417	3 417	3 656	3 919	4 190
Pension and UIF Contributions Medical Aid Contributions		600 193	530		39	148	148	158	170	182
Motor Vehicle Allowance		998			1 341	1 977	1 977	2 116	2 268	2 425
Cellphone Allowance		227								
Housing Allowances		_								
Other benefits and allowances Sub Total - Councillors		0 4 816	2 782		4 650	5 542	5 542	5 930	6 357	6 796
% increase	4	1010	(42.2%)	(100.0%)	1 000	19.2%	00.2	7.0%	7.2%	6.99
Senior Managers of the Municipality	2									
Basic Salaries and Wages		1 370		1 911	1 201	1 201	1 201	1 201	1 201	1 201
Pension and UIF Contributions Medical Aid Contributions		301		452	203 46	203 46	203 46	203 46	203 46	203 46
Overtime						10		10		10
Performance Bonus		101		158	157	157	157	157	157	157
Motor Vehicle Allowance		228		367	325	325	325	325	325	325
Cellphone Allowance Housing Allowances		11 90		20 105	19 63	19 63	19 63	19 63	19 63	19
Other benefits and allowances		90		33	81	81	81	81	81	81
Payments in lieu of leave		36				-				
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality % increase	4	2 137	(100.0%)	3 046	2 095 (31.2%)	2 095	2 095	2 095	2 095	2 095
% increase Other Municipal Staff	4		(100.0%)		(31.2%)					
Basic Salaries and Wages		27 301		38 293	37 996	41 053	41 019	44 367	46 585	48 914
Pension and UIF Contributions		6 121		9 097	8 052	8 199	8 088	8 823	9 264	9 727
Medical Aid Contributions					1 980	3 585	2 220	3 812	4 003	4 203
Overtime Performance Popus		969		2 143	2 437	2 788	2 496	2 928	3 074	3 228
Performance Bonus Motor Vehicle Allowance		2 531		3 178	3 039 1 030	4 257 1 178	3 271 638	4 635 1 578	4 867 1 657	5 110 1 740
Cellphone Allowance					414	422	401	463	486	510
Housing Allowances		178		166	121	109	75	181	190	199
Other benefits and allowances		1 854		5 275	1 027	1 047	882	1 185	1 244	1 306
Payments in lieu of leave		701								
Long service awards Post-retirement benefit obligations		210 638		285						
Sub Total - Other Municipal Staff		40 504		58 437	56 097	62 640	59 090	67 971	71 370	74 938
% increase	4		(100.0%)		(4.0%)	11.7%	(5.7%)	15.0%	5.0%	5.09
Total Parent Municipality % increase	4	47 456	2 782 (94.1%)	61 483 2110.3%	62 841 2.2%	70 277 11.8%	66 727 (5.1%)	75 996 13.9%	79 821 5.0%	83 829 5.09
Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Celiphone Allowance Housing Allowances Other benefits and allowances Board Fees Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Board Members of Entities % increase Senior Managers of Entities	4									
Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Senior Managers of Entities % increase	4									
Other Staff of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Celiphone Allowance Housing Allowances	4									
Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Staff of Entities										
Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Staff of Entities % increase	4									
Payments in lieu of leave Long service awards Posl-retirement benefit obligations Sub Total - Other Staff of Entities % increase Total Municipal Entities	4	47.454	2700	41 102	42044	70 277	44 707	75 007	70.00	92.000
Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Staff of Entities % increase	4 4	47 456	2 782 (94.1%)	61 483 2110.3%	62 841 2.2%	70 277 11.8%	66 727 (5.1%)	75 996 13.9%	79 821 5.0%	83 829 5.09

Northern Cape: Frances Baard(DC9) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Northern Cape: Frances Baard(DC9) - Table SA22	Summa							2016/17 Modiu	m Term Revenue	& Evnanditura
Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	С	urrent year 2015/1	16	2010/17 Weuld	Framework	& Experiulture
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	Α	В	С	D	E	F	G	Н	1
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages Pension and UIF Contributions		3 670 165	3 688 173	3 891 184	4 478 200	4 478 200	3 906 184	4 792 212	4 986 222	5 236 233
Medical Aid Contributions		17	17	17	200	200	17	2.2	222	250
Motor Vehicle Allowance		994	1 189	1 306	1 321	1 321	1 294	1 390	1 390	1 390
Cellphone Allowance		227	248	223	244	244	223	223	223	223
Housing Allowances Other benefits and allowances		87	107	70	94	94	83	98	100	104
Sub Total - Councillors		5 160	5 424	5 691	6 337	6 337	5 707	6 715	6 922	7 185
% increase	4		5.1%	4.9%	11.3%		(9.9%)	17.6%	3.1%	3.89
Senior Managers of the Municipality	2	0.005	4.077	0.040	5.040	F 040	F.040	47/0	5.400	F 0F6
Basic Salaries and Wages Pension and UIF Contributions		2 295 225	4 377 520	2 963 155	5 212 914	5 212 914	5 212 914	4 760 401	5 133 293	5 252 31 <i>6</i>
Medical Aid Contributions		68	118	112	4	4	4	101	270	010
Overtime										
Performance Bonus			434	435	440	440	440	440	440	440
Motor Vehicle Allowance Cellphone Allowance		195 48	480 89	307 60	317 96	317 96	317 96	487 96	970 96	1 032 96
Housing Allowances		18	10	00	6	6	6	,,,	70	,
Other benefits and allowances		24	52	65	81	81	81	67	76	80
Payments in lieu of leave					115	115	115	100	108	116
Long service awards					26	26	26			
Post-retirement benefit obligations Sub Total - Senior Managers of Municipality		2 872	6 080	4 096	7 211	7 211	7 211	6 350	7 116	7 334
% increase	4	2012	111.7%	(32.6%)	76.0%	/ 211	/211	(11.9%)	12.1%	3.19
Other Municipal Staff								"		
Basic Salaries and Wages		24 910	24 290	30 362	36 860	36 860	30 771	40 521	43 557	47 581
Pension and UIF Contributions		4 002	3 918	4 894	6 533	6 533	4 762	6 733	7 345	7 984
Medical Aid Contributions Overtime		1 202 54	1 272 72	1 291	447 78	447 78	1 445	1 655	1 535	1 626
Performance Bonus		366	,,	51	,,,	,0				
Motor Vehicle Allowance		2 108	2 156	3 156	3 109	3 109	3 069	3 455	3 365	3 208
Cellphone Allowance		144	94	149	97	97	124	123	123	123
Housing Allowances Other benefits and allowances		395 1 001	196 1 038	265 875	236 1 090	236 1 090	390 1 239	391 448	391 425	391 263
Payments in lieu of leave		1 121	1 406	1 437	825	825	806	850	928	1 008
Long service awards		209	131	142	188	188	245	152	175	178
Post-retirement benefit obligations		1 038	360	395	874	874	465	536	587	643
Sub Total - Other Municipal Staff		36 551	34 934	43 017	50 339	50 339	43 315	54 865	58 432	63 006
% increase Total Parent Municipality	4	44 583	(4.4%) 46 438	23.1% 52 804	17.0% 63 886	63 886	(14.0%) 56 233	26.7% 67 929	6.5% 72 469	7.89 77 525
% increase	4	44 303	40 436	13.7%	21.0%	03 000	(12.0%)	20.8%	6.7%	7.09
Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Board Fees Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Board Members of Entities % increase Senior Managers of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Cellphone Allowance Housing Allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Senior Managers of Entities % increase	4									
Overtime Performance Bonus Motor Vehicle Allowance Celiphone Allowance Celiphone Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Staff of Entities % increase Total Municipal Entities % increase	4	44 583	46 438 4.2%	52 804 13.7%	63 886 21.0%	63 886	56 233 (12.0%)	67 929 20.8%	72 469 6.7%	77 52 7.0
TOTAL MANAGERS AND STAFF	5	39 423	41 014	47 113	57 549	57 549	50 526	61 215	65 547	70 340